



Triathlon Victoria 2022 Board Nominees

Deborah Friedlander



What is your interest in nominating for the Triathlon Victoria Board? (max 250 words)

I have been a member of the Triathlon Victoria Board for two years, and the chair of the Board (President) for the past year.

In that time, we have implemented some important changes to the structure of the administration of triathlon in Australia (the “future operating model”) which I am confident will position us well for future growth. We also weathered the difficulties of COVID lockdowns and its impact on triathlon in Victoria.

The next few years should be a period of growth and great opportunity, particularly with the Commonwealth Games in Victoria and Brisbane Olympics ahead. I’d be glad to provide continuity to the board for this upcoming two-year term, and build on our good relationship with Triathlon Australia, while continuing to represent the interests of Victorian clubs and members.

What formal qualifications and relevant experience/expertise do you bring to the Board? (and how would you complement the existing skills on the board) (max 250 words)

I have 16 years of corporate experience including managing a team of 60 people and full P&L responsibility for a financing portfolio of AUD2bn, as Managing Director for Caterpillar Financial in Australia & NZ. Prior to that, I was a lawyer in private practice for top tier law firms in Australia and the UK. I am a graduate of the Australian Institute of Company Directors. I have degrees in law and science and am close to completing a Masters’ degree in Environment (Climate Change) at the University of Melbourne.

I’m a keen age group triathlete, this year placing 12th in the sprint triathlon world championships in Montreal for my age group. I also placed 3rd in the 2XU series and 6th in the Port Macquarie half ironman.

This diversity of experience positions me well to understand how Triathlon Victoria and Triathlon Australia can operate efficiently and successfully. We currently have an excellent mix of skills on the Triathlon Victoria board.

What issues or opportunities would you hope to address through your involvement on the Board? (max 250 words)

Whilst the role of the Triathlon Victoria Board is narrower than in past years, we do have important input into the strategic plan, key performance indicators, and reviewing the performance against these.

I’m keen to make sure the new structure is bedded down properly and the agreed metrics are delivered upon – most importantly on membership, participation, events, coaching, technical officials, staff engagement, and high performance pathways.

Mark Warburton



What is your interest in nominating for the Triathlon Victoria Board? (max 250 words)

My passion is the sport of triathlon and I have participated and competed for many years from Sprint to 70.3 events. The healthy environment our sport encourages, has shaped me through my life and I wish to promote the benefits of triathlon to the broader community.

My aim is to contribute to our sports growth and sustainability. The new Future Operating Model provides major benefits to triathlon in Australia. Implementation of these changes has only just begun. As a current Triathlon Victoria Board member, I have been involved in its development and I would like to provide continuity and stability to ensure we gain the maximum benefits on these changes.

I am also Chair of the Triathlon Victoria Governance & Risk Committee, a role I have enjoyed immensely. This committee will evolve to support Triathlon Australia with policy for the Future Operating Model. Should I be successful in my nomination for the Triathlon Victoria Board, it will allow me to be a conduit between triathlon in Victoria and our sport nationally.

Until recently, I was president of Hawthorn Triathlon Club and this experience gives me an opportunity to ensure the Board receives direct and regular feedback on what clubs need from TriVic.

What formal qualifications and relevant experience/expertise do you bring to the Board? (and how would you complement the existing skills on the board) (max 250 words)

Experience

I am currently a Board member of Triathlon Victoria, having been in this role for 2 years.

I Chair the TV Governance & Risk Committee working closely with the Executive Director to further develop and improve the governance of our sport. I have worked on the Child Safe Standards Policy to take it to clubs through workshops and I continue in this role.

I have sat on the Board of a commercial company growing the organization and supporting the CEO. During this time, I sat on a sub-committee which assessed the CEO and senior management. I have also sat on committees in other sporting organisations and not for profit entities.

In addition, experience I have had which would be valuable to the Board is as a Triathlon Club president and treasurer. My business expertise leading a company as CEO, providing strategic direction, managing Human Resources and overseeing finance, sales and marketing.

In Triathlon, I have raced in Sprint, Olympic and half ironman around Australia and represented our country overseas. I have qualified as a Technical Officer and have supported my sons through their school triathlon experience.

Qualifications

Bachelor of Medical Science
MBA – strategic planning, HR, finance

Australian Institute of Company Directors – Fellow and Graduate of the Company Directors course.

Triathlon Victoria Technical Officer

What issues or opportunities would you hope to address through your involvement on the Board? (max 250 words)

Triathlon Victoria and Triathlon Australia has a strong focus on our sports future, growth in membership, success internationally and participation of the broader community. I strongly support this.

In addition, it is the role of Triathlon Victoria in the Future Operating Model, to ensure TA is accountable to its members.

I aim to:

- facilitate TV supporting clubs and squads to re-engage with the racing environment and build membership within the new model
- Ensure Victorian clubs are represented and heard from, when Triathlon Australia are considering input from the states and territories
- Further enhance our position as a leader in gender equity in sport and the wider community through clubs and Triathlon Victoria
- Work with the Board to support the strategic plan.
- Support the staff in Victoria with my business skills and experience.
- Support the Chair with a particular focus on the governance of triathlon.

Nick Kennedy



What is your interest in nominating for the Triathlon Victoria Board? (max 250 words)

As a current, appointed board member of Triathlon Victoria, I am seeking election to ensure ongoing representation of the Victorian Triathlon community under the new operating model. Over the last 12 months I have worked with the rest of the Triathlon Victoria Board to ensure the operating model has been designed and implemented with the best interests of the Victorian Triathlon Community in mind and, moving forward, wish to continue this work to ensure the operating model is governed in a manner which provides Victorian representation, advocacy and assurance.

A family man, passionate triathlon person, and foundation member of the Davey Black Triathlon club, I owe a great deal to this amazing sport which touches my life every day. A 70.3 athlete at heart, I have enjoyed representing Australia at two Half Ironman World Championships in 2018 and 2019.

One of the most inspiring aspects of triathlon is the culture of inclusion we're continuing to foster, along with the incredible stories emerging of athletes from all walks of life overcoming adversity to achieve their goals. For an 'individual' sport, the sense of togetherness within the multisport community is overwhelming. Joining the Triathlon Victoria Board has served as an opportunity to give back to this amazing sport and, the opportunity to continue to donate my time and professional expertise is a compelling prospect. Helping build an engaged, connected and inclusive community, inspire and grow participation in multisport and lead and foster a culture of success, represent aspirations I am truly excited by.

What formal qualifications and relevant experience/expertise do you bring to the Board? (and how would you complement the existing skills on the board) (max 250 words)

In my professional career, I serve as Chair of The Workforce Planning Institute, a global peak body for workforce planning professionals. Through serving in this position, I bring insights and experience into the challenges associated with governing a 'membership based' entity including delivering value to members, event development and management, sponsorship and partnerships, digital marketing, governance and advocacy.

As a management consultant leading human resources, change and transformation programs, I bring valuable and much needed HR experience and expertise to the board which is critical as Triathlon Australia continues to establish the new operating model. A partner and board member within the 'deliberate' group of companies (human resources consulting) sees me working closely with my fellow directors to support the governance of our boards and sub-committees. In my role as managing partner of deliberateedge, I specialise in providing workforce related advice and have significant experience supporting clients to understand and respond to current and future challenges relating to their workforces. My expertise also spans developing online learning content along with the administration of learning management systems.

Formally a qualified mechanical engineer with a diploma in leadership, my passion for data and analytics combined with my critical thinking capability, support my aptitude for solving complex challenges. When combined with my HR experience, my passion for using data to assist with people challenges comes alive.

I look forward to completing the AICD company directors' course in 2023.

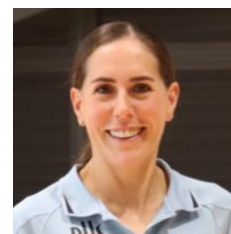
What issues or opportunities would you hope to address through your involvement on the Board? (max 250 words)

In recent months, the role of the Triathlon Victoria Board (along with numerous other states) has shifted. Our board now serves as the voice of the Victorian Triathlon Community in the ear of Triathlon Australia. First and foremost, our priority must be ensuring the sport of triathlon in our state remains successful and prosperous under the new TA model.

Whilst we have already seen positive membership trends in the current financial year, growing participation in the sport of triathlon in Victoria remains a top priority. Multisport in Victoria faces an even more complex set of challenges than most other states. The prolonged impacts of our inability to train and race during isolation may have yet to be quantified impacts on the prosperity of multisport in Victoria. I genuinely believe Victoria can amass a participation profile similar to the warmer states in Australia with the right levels of advocacy, grass roots support and value proposition to members.

More generally, I believe the sport of triathlon deserves higher recognition on a global scale. Whilst Triathlon Victoria (and Australia) do a lot of valuable work at the grass roots level, our sport also needs more heroes. The *Frodono's*, *Charles's*, *Ryf's* and *Salthouse's* of this world deserve the same levels of adulation as the *Sagan's*, *Williams's*, *Ronaldo's* and *Messi's*. Through supporting and promoting our professional athletes (both domestic and international) and recognising **all** of our athletes as the true heroes they are, we can engage, inspire and reach an entirely new pool of potential athletes.

Joanne Ritson



What is your interest in nominating for the Triathlon Victoria Board? (max 250 words)

As a passionate AG triathlete coupled with board experience and strong governance understanding of not-for-profit organisations, my personal values not only reflect TV but your goals of passion, participation and performance drive me daily to the best version of myself. Inspiring others to connect with a sport that presents a unique challenge that anyone can be a part of, is an opportunity that I am privileged to be apart of.

Professionally as a former Physical Education and Health teacher and now Professional Learning Coordinator at the Association Council for Health, Physical Education and Recreation (ACHPER, Victoria) I support teachers, as well as engaging with key stakeholders to advocate, educate and support high quality physical education in schools. Fundamentally, a passion for health and wellbeing and lifelong physical activity commences in schools and I value the role of community opportunities to enhance everyone's opportunity to engage in physical activity and competitive pathways. Working in an organisation that fosters a culture of success and inspires this passion for movement I very important to me.

I bring passion, energy and a sense of curiosity coupled with knowledge and experience of the role of a board director to support the strategic direction of this organisation.

What formal qualifications and relevant experience/expertise do you bring to the Board? (and how would you complement the existing skills on the board) (max 250 words)

Having recently completed the certificate in governance for not-for-profits (Governance Institute of Australia) I possess a clear governance understanding; assessing, analysing and treating risk, financial management, business continuity and reputation, regulatory compliance and directors of the board.

Furthermore, prior to employment at ACHPER Victoria, I was a board director for the organisation and have experienced governance duties e.g reviewing and accepting financial reports, complying with the constitution, involvement in AGM's, reviewing board minutes, proactive discussions regarding change and future direction.

I believe I would complement the existing skills on the board not only with the governance understanding, but the leadership, marketing experience and energy to contribute and drive change. Moreover as a passionate and highly competitive Australian representative triathlete, I bring the experience and knowledge of the sport, which can contribute to informing access, engagement, partnerships and pathways to support TV.

What issues or opportunities would you hope to address through your involvement on the Board? (max 250 words)

Currently as we work collectively at ACHPER Victoria on our diversity and inclusion action plan, I am thrilled to witness in the TV races, the inclusion of all athletes and the engagement of volunteers. I wonder if in your previous strategic plan, whether it was evident that success/inspiring stories of all those involved were shared. Championing, the champions of the support I believe is pivotal in engaging others and see further opportunities to do this very simply with marketing case studies and celebrating in the virtual spaces. Having engaged with TV programs in schools, I also believe with my role and connections to schools in Victoria, if there is an opportunity to enhance this connection from school to community engagement and support SSV pathways.

Whilst the events at TV are ran very professionally and provide opportunities, I wonder whether there are opportunities to integrate further events throughout the year to support engagement outside of the triathlon season e.g. Time trialling, separate running and swimming events to create further pathways, engagement and pathways. I wonder too if there is an opportunity regarding pathways as to how we support the talented and elite athletes with support e.g. do we award the overall top 5 in races vs individual age groups for the elite? Or does the 'elite' category 'open' possess criteria for those who consistently win their AG to compete against each other to raise the profile.