



Elected Director Nomination Form 2024

Name of Nominee Nick Kennedy

Seconded **Shane Bilsborough - Sandringham LAC (President)**
(Office holder of LAVic Affiliated Centre or Region)

*** Note, the applicant has been deemed compliant by the Board**

Statements to be completed by the nominee

1. Please outline the reasons for nominating (300 words max).

As a passionate advocate for youth sports and a dedicated father of two boys who actively participate in Little Athletics at Sandringham, I am deeply committed to the mission and values of Little Athletics Victoria. My personal connection to the organisation has given me firsthand insight into the positive impact that community-based athletics can have on young people, fostering not only physical fitness but also invaluable life skills such as teamwork, perseverance, and sportsmanship.

In my professional life, I bring extensive experience in strategic leadership and organisational development. As a current board member of Triathlon Victoria, I have successfully contributed to the growth and governance of the sport, leveraging my skills to enhance member engagement and operational efficiency. My role in Triathlon Victoria, combined with my background as a competitive age group triathlete, has equipped me with a unique perspective on the needs and challenges faced by athletes and sports organisations alike.

I am also the founder and chair of a member-based organisation specialising in strategic workforce planning. This role has honed my abilities in strategic planning, stakeholder engagement, and program management—skills that are directly aligned with the strategic priorities of Little Athletics Victoria. I am particularly enthusiastic about contributing to the organisation's goals of creating amazing experiences for athletes and families, supporting and empowering volunteers, and developing inclusive and innovative participation pathways.

By joining the board of Little Athletics Victoria, I aim to leverage my expertise to help execute the strategic plan effectively, ensuring that the organisation continues to inspire and nurture the next generation of athletes. My commitment to inclusivity, integrity, and continuous improvement aligns perfectly with the values of Little Athletics Victoria, and I am eager to contribute to its ongoing success and sustainability.

2. Outline skills, qualifications and experience against the selection criteria, as set out in the **Elected Director Duty Statement 2024** (600 words max).

Human Resources Skills and Experience

My extensive experience in human resources with a specific focus on talent acquisition and management aligns closely with the requirements of the LAVic Board. As the Chair of the Workforce Planning Institute I am responsible for engaging professionals globally and inspiring and leading collaborative efforts to enable organisations around the world to manage critical talent shortages.

My approach to human resources encompasses both strategic oversight and hands-on management. I have led significant change management projects, guiding organisations through periods of transformation. For example, at Newcrest Mining Limited, I played a pivotal role in managing organisational change during a period of major restructuring. My efforts included developing and executing change management plans, communicating effectively with all levels of the organisation, and ensuring that employees were supported throughout the transition. These experiences have honed my ability to lead change initiatives that align with organisational goals and enhance workforce capabilities.

In my current role as Managing Partner at deliberatedge, I have further developed my HR expertise by leading a team of professionals dedicated to strategic workforce planning and human resources consulting. I am responsible for engaging with clients to develop customised HR solutions, from talent acquisition and capability mapping to leadership development and succession planning. My ability to deliver tailored HR strategies that meet the unique needs of each organisation has been instrumental in achieving positive outcomes for clients across various industry sectors. I have provided expert advice to numerous organisations on developing and implementing effective HR strategies. Specifically, I have

supported clients in designing workforce plans that aligned with business objectives, conducting talent assessments, and facilitating workshops to build HR capabilities. These experiences have equipped me with a deep understanding of the strategic and operational aspects of human resources management.

Beyond my professional roles, I am a strong advocate for inclusive practices. I believe that diversity and inclusion are critical to organisational success and societal prosperity, and work tirelessly to promote these values in all my endeavours.

Leadership and Governance

Serving on the board of Triathlon Victoria as a Non-Executive Director and Human Resources subject matter expert has given me significant governance experience. I have been involved in strategic decision-making processes, policy development, and organisational oversight. My work with the Workforce Planning Institute, where I coordinate an advisory board and sub-committees, further demonstrates my governance capabilities. I have a proven track record of leading organisations through periods of growth and transformation, ensuring that governance structures are robust and effective.

Legal Skills and Experience

Through serving on the Board of Triathlon Victoria, I have developed a foundation in legal and compliance-related matters, which are essential for governance roles within organisations. These skills will help ensure that LAVic continues to operate within regulatory boundaries, thereby safeguarding the organisation's interests and maintaining its integrity.

Stakeholder Engagement and Advocacy

A key aspect of my professional roles has been engaging with a wide range of stakeholders, including government bodies, corporate partners, and community organisations. I have successfully established and nurtured relationships with some of the world's leading organisations, enhancing collaboration and achieving mutual goals. My advocacy work for the strategic workforce planning profession globally demonstrates my ability to champion causes and drive stakeholder engagement.

In summary, my comprehensive skills, qualifications, and extensive experience in human resource management, talent management, and change management, along with my broader capabilities, align closely with the key selection criteria. I am dedicated to contributing to the success of Little Athletics Victoria and am excited about the opportunity to bring my expertise to the board.