



APPLICANT INFORMATION AUSTRALIAN RURAL LEADERSHIP PROGRAM

What impact will you make?

“The ARLP experience has given me the opportunity to further develop and grow my leadership practices. I have developed a deeper awareness of my actions, along with those around me and the ever-changing environment that we find ourselves adapting to. My growth has helped me to step up, take action and advocate for my community.”

Jeff Schuller

ARLP Course 27 supported by Australian Lot Feeders' Association

About the ARLF

The Australian Rural Leadership Foundation (ARLF) has been creating crucial leadership impact in rural, regional and remote Australia for over three decades.

In all these years, our vision has remained constant - to support a thriving rural, regional and remote Australia. Over the past thirty years, we've grown with our leaders and partners, providing the best modern leadership education through both experience and theoretical learning.

Ours is the only leadership organisation that spans the nation whilst retaining a sharp focus on conditions that create a thriving rural, regional and remote Australia. Over 2,500 leaders have been through our programs, and we develop leaders who take action with clear vision.

We facilitate leadership shifts that grow the capacity of our leaders. The contribution these leaders make within their areas of influence positively impacts industries, organisations and communities across the country.

As a not-for-profit organisation, the ARLF has built a reputation for leadership development that is second to none. We recognise the structure of our rural communities is becoming increasingly complex and match our learning to address these complexities. Our programs offer participants a series of challenging, hands-on learning experiences and the opportunity for reflection. We offer four National Programs and a suite of Place-Based Resilience Programs.



Always, we pay our respects to the traditional custodians of the land on which we live, work and learn.



ARLP Course 29 participants in New Zealand



About the ARLP

Investing in the Australian Rural Leadership Program (ARLP) is investing in the development of rural, regional and remote Australia.

As the most in-depth, cross-sectoral, national leadership program for rural, regional and remote Australians, the ARLP produces Australians who can influence, advocate and lead in authentic and ethical ways.

ARLP builds a network of people who are committed to participating in thriving communities and industries across Australia's regions and communities. Our graduates are action-takers and thought leaders.

Our program challenges participants to grow as leaders, expanding their perspectives and growing their knowledge across Australia and the Asia-Pacific. Over 15 months, in the most unique learning environments, 30-35 leaders from different backgrounds, industries and communities come together to learn.

Through immersive experiences, our participants elevate their leadership in a collective environment - one that is reflective of our communities. Through lived experience methodology as opposed to class-based coursework, our leaders connect and learn in a real-life context.

"To be honest, one of those activities made me feel like I had conquered the world and I returned home with a really strong sense of accomplishment and felt really free - but also very determined to start owning my knowledge and leadership skills as an Aboriginal woman."

Elverina Johnson

ARLP Course 25 supported by Australia Council for the Arts

“ARLP gave me a really clear direction around the type of leader I needed to be – not wanted to be – and how to support others, especially the younger generation.”

Torres Webb

ARLP Course 18 supported by Torres Strait Regional Authority

The ARLP engages and develops leadership through a series of unique, immersive experiences (delivered in real-world contexts) to develop the adaptive skills to confidently overcome future challenges and act for the ‘greater good’.

We encourage applications from individuals committed to and ready to respond to the challenges and opportunities in regional, remote and rural Australia.

The ARLP integrates the following components:



LEADERSHIP CURRICULUM

Each program features a unique curriculum, based on the development of six practices designed to guide the learning and development of capabilities to enact leadership.



LEADERSHIP INITIATIVES

The goal of each program is to enable participants to see they can impact change. A group initiative and personal leadership plans provide participants with real-life application of their learning on program.



DIVERSITY IN PARTICIPANTS

By bringing together individuals from different backgrounds, participants engage and contribute to a large and diverse network.



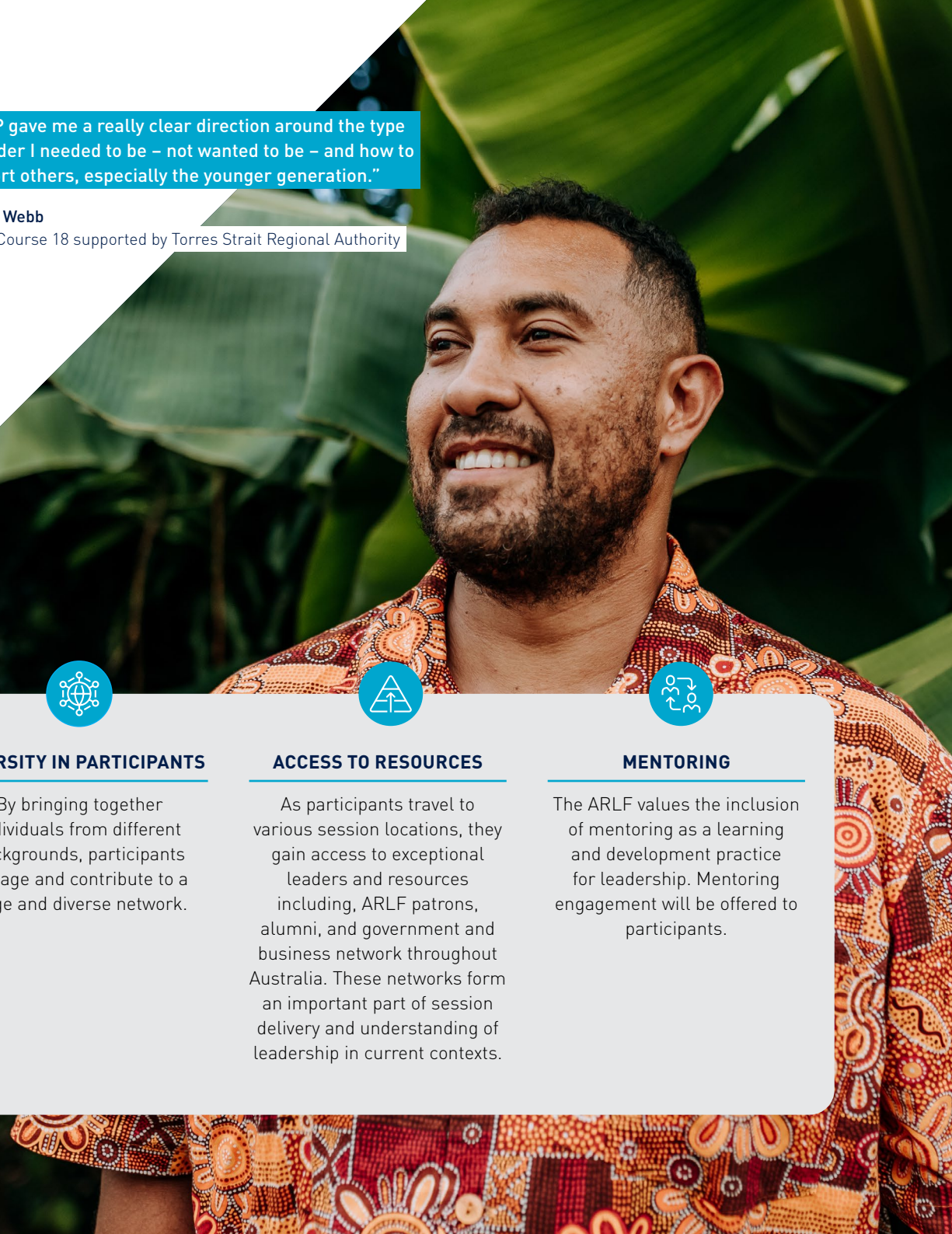
ACCESS TO RESOURCES

As participants travel to various session locations, they gain access to exceptional leaders and resources including, ARLF patrons, alumni, and government and business network throughout Australia. These networks form an important part of session delivery and understanding of leadership in current contexts.



MENTORING

The ARLF values the inclusion of mentoring as a learning and development practice for leadership. Mentoring engagement will be offered to participants.



ARLP Scholarship Benefits


The benefits of investing your time in the ARLP include:

- > Significant opportunity for personal leadership development to develop your ability to lead, influence, and advocate in an authentic and ethical way for the greater good.
- > Provides valuable opportunities to nurture, challenge and build upon your leadership skills with people from diverse communities and industries.
- > Develop as a stronger leader by challenging your own behaviours, thinking and actions, and those of others.
- > Develop relationships to form a network of supportive leaders – both personally and professionally.

Graduated Fellows located across Australia

An ARLP Scholarship provides invaluable opportunities for graduates to connect and work with a professional network of Fellows located across Australia. Regular networking opportunities allow Fellows to connect and engage in ongoing leadership conversations.

There are approximately 30 scholarships on offer, each valued at over \$60,000 with successful applicants carefully matched with sponsors that align with their industry, sector or purpose.



“The Australian Rural Leadership Program changed my life for the better, and it’s a gift that I’m always working to pay forward. I still work really closely with AgriFutures, and have a real connection with them. The biggest gift they’ve given me through the ARLP is a way to channel the energy and passion that initially I had no idea how to manage.”

Catherine Marriott

ARLP Course 17 supported by AgriFutures Australia

"We can have decision makers that are connected to the grassroots and working hard for the community, not just themselves."

Fiona Gaske

Course 25 supported Tim Fairfax Family Foundation



Applying for a Scholarship

Participants are required to attend all four ARLP sessions. In addition to these sessions, each participant will need to allocate additional time in between online sessions and project work. Many participants are engaged in full-time work, have caring responsibilities and hold important roles in their industries and communities at the same time as fulfilling their obligations as a program participant. In applying for ARLP you are making a commitment to your sponsor, the ARLF and your future cohort in committing the time required to complete all components of the leadership program.

Whilst all positions are scholarship funded, participants are also required to pay an ARLF Fellowship network fee of \$5,500 (invoiced in 5 installments over 18 months).

ARLP selection is highly competitive and if you are successful in being selected for a scholarship and given the opportunity to join the lifelong ARLF Fellowship, attendance for all program components is essential.

What you need to do to apply

Have conversations with your family and employer to gain support for your application for the ARLP. They need to understand and be supportive of the time required to invest in all the program components. Once you have this support, you can complete the online application form which will ask you to provide information including:

- 1 Relevant personal information and contact details
- 2 Details of your current employment and education status
- 3 Examples of your leadership responsibilities and other achievements
- 4 Details of other leadership development programs you have undertaken
- 5 Why you wish to undertake the ARLP and the impact you wish to have on rural, regional and remote Australia as a result.
- 6 Uploading of a video (no longer than 2 minutes) to support your application (optional).
- 7 Referee information

Scholarship Participant Selection

In every single intake, ARLP attracts extraordinary leaders from across rural, regional and remote Australia. ARLP sponsors are guaranteed excellent candidates for their contributions.

With a limited number of scholarships available each year, these places are highly competitive.


The ARLF manages an open recruitment process that is competitive and rigorous.

Applicants are required to submit an application form and complete a formal interview by a panel which may include ARLF staff and alumni. The unique feature of having our ARLF alumni interview applicants add a nuanced and experienced level of insight and questioning of the applicants.

At the completion of interviews, the ARLF matches highly ranked applicants with available scholarships.

The selection process is moderated further by:

- > participant diversity
- > partner requirements, and
- > scholarship availability.



"As a result of the program, my most significant learning about leadership is the importance of leading for a higher purpose or greater good, compared to leading for reasons that are largely self-serving. Any leader will face a number of challenges along their journey, and without a drive to achieve for the greater good; many "leaders" will not have what it takes to succeed."

Elizabeth Stott

ARLP Course 20 supported by Cotton Research and Development Corporation and Cotton Australia

ARLP Alumni

Shaping rural Australia for the benefit of all Australians

As an ARLP graduate, a key benefit is the access and connection to the extensive and engaged ARLP alumni. Our graduates form a valuable and broad resource of expertise with an enormous capacity to lead, inspire and create change.

From their experience with ARLP, our graduates are adept at mobilising networks and their communities of influence to address issues and seize opportunities.

Our graduates:

- > Collaborate with other alumni and funding partners to raise the profile and issues of rural, regional and remote Australia to a national platform.
- > Advocate for policies and changes in their communities and industries.
- > Challenge their communities to imbed First Nations engagement.
- > Lead environmental changes and practices in their sectors.
- > Further their start-ups to seize opportunities within rural, regional and remote Australia to grow opportunities and progress regions.
- > Understand the need to be socially and politically active in their communities, this has included developing independent political movements within their communities.
- > Comfortably participate in the promotion of rural, regional and remote issues through media, active campaigning and advocacy.

YEARS OF
LEADERSHIP



857

ARLP GRADUATE
FELLOWS



30

ARLP COHORTS



86

ABORIGINAL & TORRES
STRAIT ISLANDERS

Course Structure

The program initiates structured pathways for leadership development. The ARLP is delivered over 15 months across multiple sessions including, four face-to-face sessions across the country and internationally.

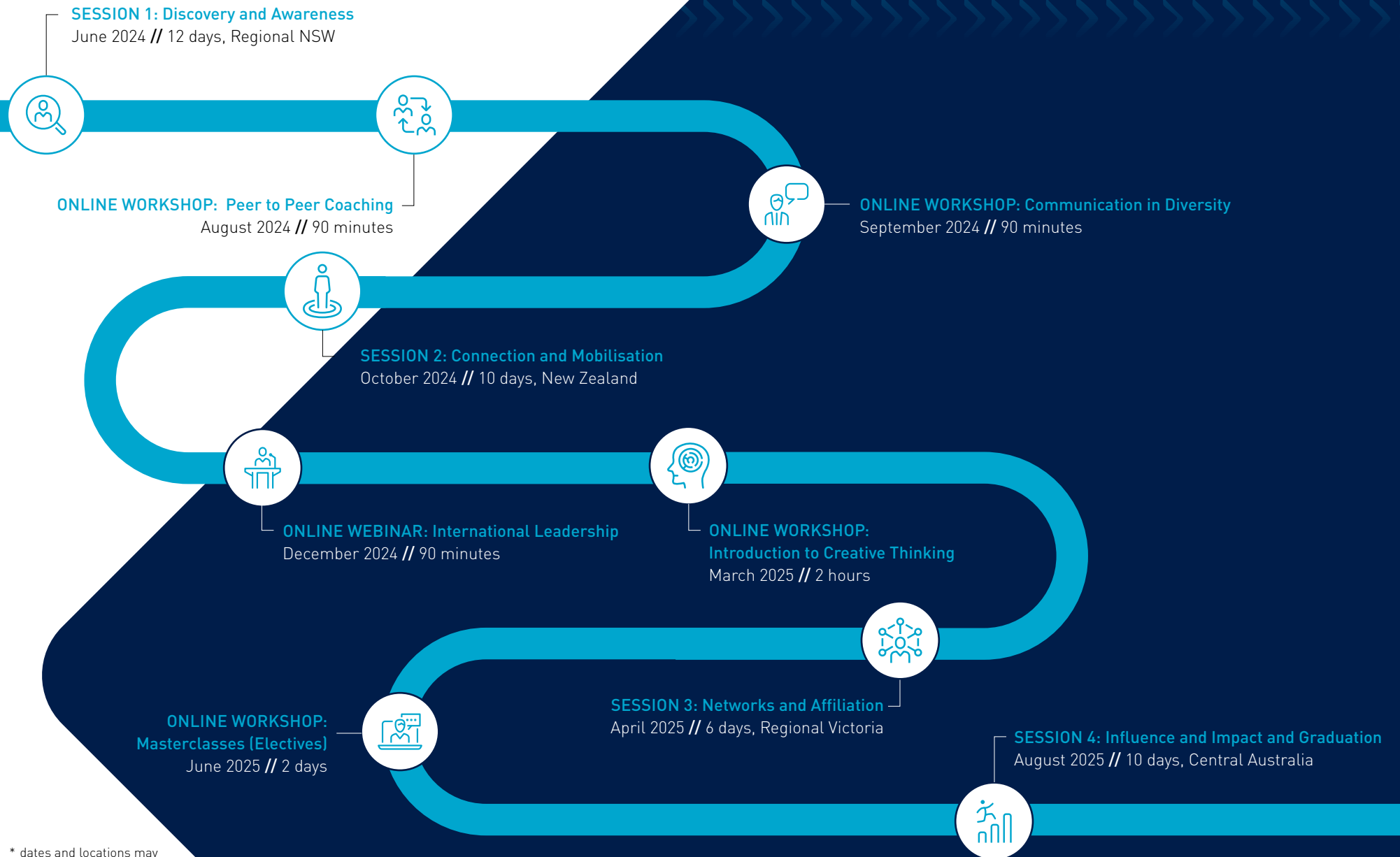
Learning intentions

- > Understand self and others, including behaviour, values, motivations, and cognitive biases to develop a personal leadership plan.
- > Respond to changing contexts and mobilising others to act in rural, regional and remote Australia.
- > Experience and understand leadership in an international context, including cultural differences, global perspectives, and cross-cultural communication.
- > Engage in activities that present complexity, disruption, and ambiguity, and encourage risk-taking, creativity, courage, and celebrating mistakes.
- > Develop communication and deep listening skills to fully appreciate and understand the diversity of multiple perspectives.
- > Experience conflict and productively work toward resolutions for economic, social, cultural and/or environmental benefit.
- > Utilise mentoring, coaching, and reflection as part of leadership practice.
- > Engage with and become part of a broad network of authentic and ethical leaders working for the greater good of Australia's regions, as well as globally.

In addition to this formal course outline, our participants have access to a diverse, national alumni network of over 2,500 rural, regional and remote leaders.



Program Journey



* dates and locations may be subject to change

Session Overview

SESSION 1: Discovery and Awareness

June 2024 // 12 days, Regional NSW

Taking place mainly in an isolated location, participants will be challenged both individually and as a group, given time for reflection and connection to Country and Traditional Custodians.

Participants will:

- > Undertake psychometric testing to better understand themselves and others to improve how they lead and influence.
- > Engage in challenging activities, then reflect and analyse their behaviours and reactions with the group to develop as a leader.
- > Explore the impact that participants choose to have in rural, regional or remote Australia.

SESSION 2: Connection and Mobilisation

October 2024 // 10 days, New Zealand

Immersive exploration of treaty for First Nations Peoples in country, how this has been shaped and continues to be shaped. And exploring critical leadership responses to changing climate and disasters.

Participants will:

- > Engage with local organisations, businesses and communities in site visits, panel discussions and facilitated reflections.
- > Be exposed and introduce participants to another country where world views around leadership can be challenged.
- > Increase knowledge, insights, and awareness of shared rural and regional topics/issues, including economic, social, cultural and environmental.
- > Investigate through a rural lens the complexity of multiple user groups of resources and the opportunity to navigate solutions for the long term.



SESSION 3: Networks and Affiliation

April 2025 // 6 days, Regional Victoria

Participants will also be exposed to local leadership activities in the community and relevant businesses and industries to highlight networking and relationship building and how challenges have been met with solutions.

Participants will:

- > Take a deep dive into creative thinking, which will further develop the skills and expertise required for each individual project initiative activity.
- > Immerse themselves in their elective choice made prior to the session.

The elective choice allows for participants to select an area of leadership they wish to develop in more depth. Elective choices may include negotiation, mediation, governance, facilitation, communication and media, advocacy, design thinking and systems thinking.



SESSION 4: Influence and Impact and Graduation

August 2025 // 10 days, Central Australia

Participants will spend time in the Alice Springs area doing a deep dive into a case study with a local issue and how this relates to leadership.

Participants will apply their understanding of what has been emerging for them as individuals and collectively over the course of the program to engage in a living and complex leadership opportunity on country. Making commitments to leadership action, collaboration and impact for the future.

This session will be completed at a graduation to be celebrated with family, friends, funding partners, ARLF team and other guests.



Online Sessions

In between face-to-face sessions, participants will engage online in peer to peer coaching, session preparation, debriefing, masterclasses and international engagement.

These additions are designed to deepen and extend the impact of what the participants learn and experience in the face-to-face sessions.

ONLINE WORKSHOP: Peer to Peer Coaching

August 2024 // 90 mins

When applying for ARLP each participant is asked to outline a vision or aspiration to respond to a complex issue/opportunity in regional Australia.

Participants will be coached by peers and facilitators to identify values, interests, skills and passions and map where these are aligned with others and their initiatives.

Participants will identify for their project the support required, the leadership attributes and skills needed, the course of action, project objectives, intended social impact and how they will measure this.

ONLINE WORKSHOP: Communication in Diversity

September 2024 // 90 mins

This will be an opportunity to share some of the themes explored in the overseas session and what preparation around logistics and reading material should happen.

ONLINE WEBINAR: International Leadership

December 2024 // 90 mins

Opportunity for an international online call for participants in leadership programs in other countries. This is a time for each cohort to present innovations, concepts and ideas based on the participants' discoveries from attending the respective program/s.

ONLINE WORKSHOP: Introduction to Creative Thinking

March 2025 // 2 hours

Participants will be introduced to a design led, creative problem-solving framework that can be applied to all situations. This will develop the skills to look at things differently and shift default responses when hearing new ideas.

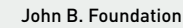
ONLINE WORKSHOP: Masterclasses (Electives)

June 2025 // 2 days

Participants will have an opportunity to join as many masterclasses over these two days as they choose. Topics may include – ethics, advocacy, gender and disaster to continue to support individual project development.



ARLP Partners



Key dates and cost

APPLICATIONS OPEN	2 June to 2 July 2023
APPLICATION Q&A WEBINAR	14 June 2023, register here
COHORT ANNOUNCEMENT	May 2024
PROGRAM COMMENCES	June 2024
GRADUATION	27 August 2025
COST PER PERSON	\$60,500 (funded by scholarship partner) \$5,500 (compulsory participant fee)

Prices are inclusive of GST.



Australian Rural Leadership Foundation

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The impact of ARLF leadership programs is told in a selection of case study stories which can be found on the [ARLF website](#).

BOTTLE PRICES 700ML

INK CIN	82
SLOE & BERRY	72
PURE CANE	69

MINIS 200ML

PURE CANE	21
80ML	
INKCIN	13
PURE CANE	11.50

"The ARLP taught me about the concept of 'head, heart and hand'. I've learnt to trust by how my heart feels and use the power of my strategic mind, so I can act in a way that has far better outcomes – to connect with and care for people in a way that makes a real difference."

Rose Wright

ARLP Course 23, Regional Development champion