

EMERGING LEADERS PROGRAM

Overview

The Victorian Distilled Spirits Strategy 2025-2030 developed by the Spirits Victoria Association (SVA) and the Victorian spirits industry is based on addressing four key interconnected priorities. One of these priorities is “Scale and export – scale leading distillers and double exports by 2030”.

As part of pursuing this priority, SVA is delighted to launch its **Emerging Leaders’ Program** (the ELP) in partnership with Matt Gaffney of strategic planning and people development practice Enindico and Swinburne Edge, a division of Swinburne University of Technology (Swinburne).

The ELP is based on structured and then experiential learning, complemented by 1:1 career-focused coaching, **between April and December 2026** with:

- Four days of onsite learning at the Hawthorn Campus of Swinburne (Tuesday 21 and Wednesday 22 April followed by Tuesday 19 and Wednesday 20 May), where structured learning on leadership, design thinking and project management fundamentals will be delivered by experienced Swinburne facilitators and complemented with relationship building activities and interviews with industry leaders run by Enindico
- A monthly Workshop run by Enindico on a Tuesday each month at a mix of Melbourne and regional Victorian distiller venues from June to November 2026 between 9.30am and 3.30pm
- Group Project presentations and a Graduation Dinner on Thursday 3 December 2026 at a Melbourne venue to be confirmed
- Three 1:1 virtual structured career development coaching workshops of an hour each with an experienced career coach from Enindico in the last three months of the ELP
- Major opportunities and challenges facing the Victorian spirits industry at the heart of the ELP.

Dinners provided on Tuesday 21 April, Tuesday 19 May and Tuesday 3 December 2026 are covered by the ELP fee. Accommodation costs of up to \$180 per night (including GST) for an ELP participant for any of these nights will be reimbursed by SVA on presentation of a Tax Invoice afterwards.

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Participants will be put into two Project Teams during the onsite learning on Wednesday 22 April. Each Project Team will then select a project based on a major opportunity or a major challenge facing the Victorian spirits industry from a shortlist of projects chosen by SVA beforehand. Each Project Team will then have eight months to work on its selected project as a group.

Each monthly Workshop will feature a special guest who is the founder or leader of a leading Victorian distiller or another business with current or potential commercial linkages to one or more leading Victorian distillers. The special guest will showcase the organisation and be interviewed by Matt Gaffney before taking questions from participants in the ELP. Project Teams will also have four hours at each monthly Workshop for Project Team work and there will be relationship building time for participants as they have lunch together.

The Program will culminate with the Project Teams presenting their findings and recommendations to a Panel that the SVA will arrange before the celebratory meal and presentation of Certificates of Completion in December 2026 to recognise the efforts and the relationships formed over the duration of the ELP.

The typical participant in the ELP will have significant management responsibilities with a leading Victorian distiller and be seen by leadership of that distiller as an emerging leader. ELP participants sought will be asked to demonstrate and then build a strong and sustained interest in:

- Developing project management, design thinking and leadership skills
- Understanding the Victorian spirits industry and its targeted local and international markets better
- Building broader and deeper relationships with others in the Victorian spirits industry
- Contributing to the sustained strong growth of exports of Victorian spirits.

A minimum of 8 participants is required for the ELP to proceed and participant numbers will be capped at 12. Completed Nomination Forms and current CVs for people being nominated for the ELP are sought **by Friday 13 March 2026**.



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Thanks to the support that Agriculture Victoria has provided SVA to design, plan and deliver the ELP in partnership with Enindico and Swinburne, SVA can offer the ELP to Victorian spirits industry participants for a fraction of what the investment would be without that support. A Victorian spirits industry participant can nominate one of its emerging leaders for the ELP. If the nomination is followed by confirmation of participation, the investment in a participant in the ELP **is just \$1,000 plus GST, payable in full by Friday 26 March 2026.**

Should you be interested in making a nomination for the ELP, please contact Matt Gaffney on matt@enindico.com.au for the Nomination Form.

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