

# WESTPAC SOCIAL CHANGE FELLOWSHIP

Online Information Session  
25 June 2024

 Scholars



# MEET YOUR HOSTS



**Lauren Hill**

Program Lead  
Westpac Social Change Fellowship



**Kirra Johnson**

Executive Lead People & Impact, Good Cycles  
& 2023 Social Change Fellow



**Kristen Brown**

Marketing & Communications  
Westpac Social Change Fellowship

**WESTPAC SCHOLARS TRUST  
WAS LAUNCHED IN 2014 WITH A  
\$100 MILLION GIFT FROM  
WESTPAC GROUP TO FUND 100  
SCHOLARSHIPS EVERY YEAR,  
FOREVER.**

# WESTPAC SCHOLARS ARE CREATING A BETTER FUTURE FOR ALL AUSTRALIANS

830+

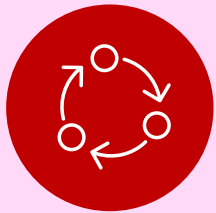
Westpac  
Scholars

\$4.6M

Awarded to Westpac  
Scholars in 2023

\$45M

Awarded to Westpac  
Scholars since 2015



## Our approach

Scholarships that  
shape futures

Leaders that create  
a better tomorrow

Collaboration that  
drives change



## Our Scholarships

Westpac  
Social Change  
Fellowship

Westpac  
Research  
Fellowship

Westpac  
Future  
Leaders  
Scholarship

Westpac  
Young  
Technologist  
Scholarship

Westpac  
Asian  
Exchange  
Scholarship



## Our focus areas

Sustainable  
Futures

Australia  
in Asia

An inclusive  
Country

Thriving Tech  
Sector

**TO INVEST IN AND UNITE A NEW  
GENERATION OF BRILLIANT  
AUSTRALIANS TO CHALLENGE,  
EXPLORE AND SET NEW  
BENCHMARKS IN INNOVATION,  
RESEARCH, AND SOCIAL CHANGE.**



# OUR SCHOLARSHIP STREAMS



## Westpac Research Fellowship

Working with some of Australia's leading research universities, we invest in the brightest, most innovative early career researchers. Not just to enable them to do their best work, but to actively help them influence positive change.



## Westpac Social Change Fellowship

A social innovation program focused on the growth and development of extraordinary individuals leading social change in Australia. The fellowship is tailored to the needs of the individual to help them grow as a leader, with a bespoke personal development plan and leadership course.



## Westpac Young Technologists Scholarship

Young Technologists Scholarships are designed for high school graduates who are passionate about technology and eager to explore its potential for good. With a newly established Disruptive Leaders Program, this scholarship provides new networking and growth opportunities for young innovators.



## Westpac Future Leaders Scholarship

With a focus on leadership development, the Future Leaders Scholarship was designed in partnership with Australia's leading universities to be a life-changing experience. We invest up to \$120,000 in scholars' postgraduate studies and leadership development experiences.



## Westpac Asian Exchange Scholarship

We offer scholars an international experience to help develop their cross-cultural thinking and provide them access to networking opportunities with Australia-Asia thought leaders. An immersive experience helps to forge meaningful relationships between the next generation of young Australian and Asian leaders.



## The Westpac 100 Scholars Network (W100)

The W100 is the alumni program to which all Westpac Scholars become lifelong members. It's an inspiring network of game-changers, achievers, bright sparks and believers.



# WESTPAC SOCIAL CHANGE FELLOWSHIP



**YOU**



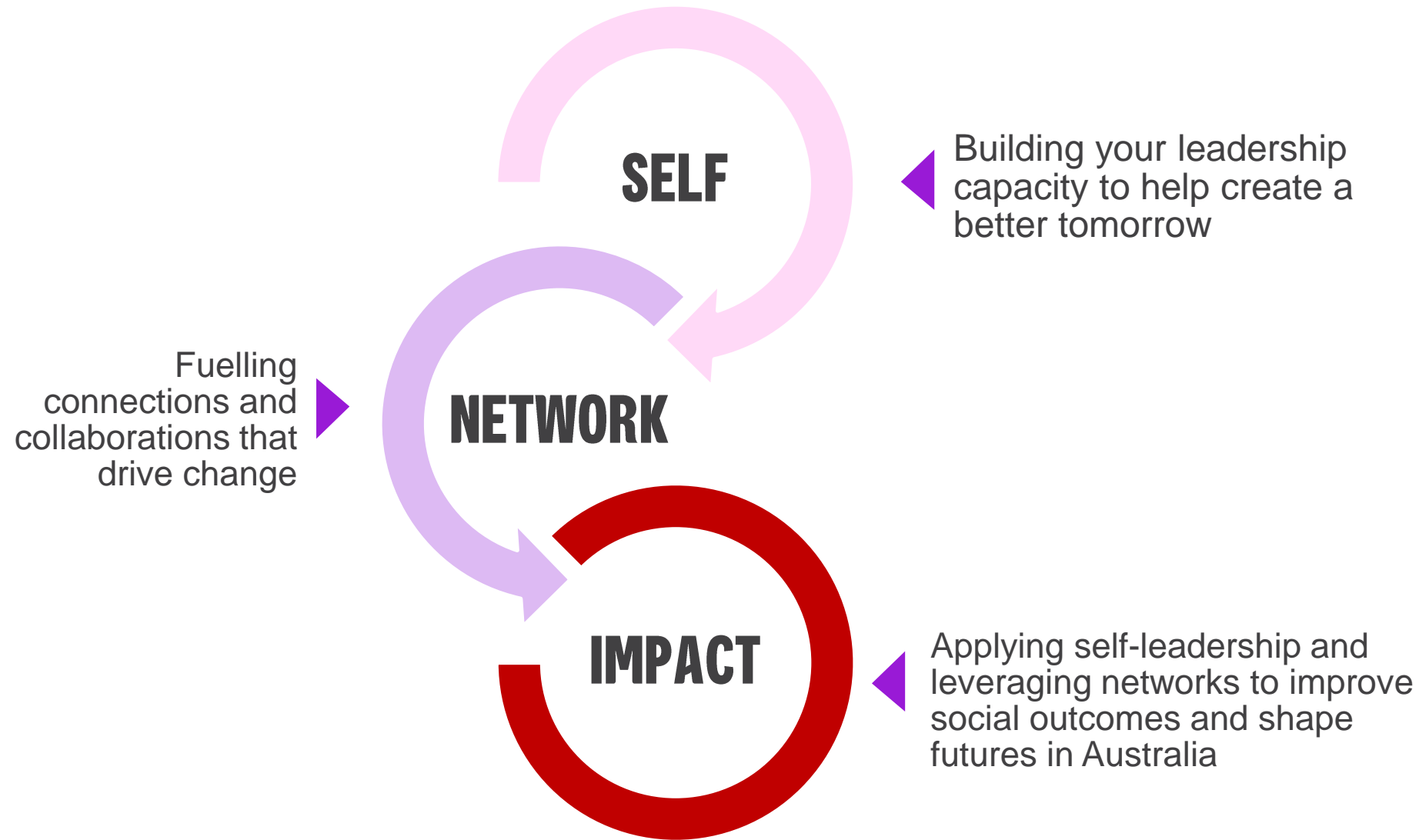
# ABOUT THE FELLOWSHIP

10 Fellowships up to \$50,000 available for extraordinary individuals leading social change in Australia.

- ✓ 10 Fellowships valued up to \$50,000 each are awarded to people leading an initiative that **tackles one of Australia's social issues**.
- ✓ Invests in the **professional development of an individual**, rather than funding their social initiative. Designed to give recipients the time and space to develop the skills, knowledge and networks to accelerate their growth as a social innovator.
- ✓ Opportunity to engage with global thought leaders and industry experts, short courses, training, mentoring/coaching or building stronger connections that will directly enhance their ability to lead social change.
- ✓ Become part of the **W100 Scholars Network** and attend the **2025 Scholars Summit** (7-8 April 2025).
- ✓ All 2025 Fellows undertake a **leadership residential** together (TBC February 2025).



# INTENDED OUTCOMES OF THE FELLOWSHIP



# PROGRAM COMPONENTS



**Leadership  
Development  
Residential**



**Bespoke  
Development  
Plan**



**Online Group  
Coaching**



**360 Feedback  
Review**



**Reflection  
Retreat**



**Fellowship  
Report**

## W100 NETWORK

- Annual Westpac Scholars Summit
- W100 State Events
- W100 Hub
  - Mentors in Residence
  - Three Coffee Challenge

## PLUS WESTPAC GROUP

- Networking
- Media
- Profiling
- Speaking
- Procurement
- More



# GROUP LEADERSHIP PROGRAM

The Fellowship and Leadership Program gives you the rare chance to focus solely on yourself and your development, whilst learning with and from a group of peers who are ready to support you.

This program focuses on developing adaptive leaders, who can drive social change, who are comfortable with complexity and are open to continual growth and learning.

## Elements of the Group Leadership Program include:

- Understanding your personal operating system
- Reframing constraints and dancing with imposter syndrome
- Building mental fitness and sustaining yourself as a leader
- Relational leadership and teamwork
- Exploring power, privilege and inequity
- Embracing leadership as a collective approach
- Peer-to-peer learning and support
- Group Coaching to unpack Fellowship learnings and putting ideas into action.



# DEVELOPMENT PLAN

Ask yourself: What is the change I am seeking to make as a leader in the social impact space? And how can the Fellowship help me achieve this?

## Development goals

- Critically think about your growth areas
- Consider what skills, networks and knowledge you need to lead social change - remember this is an investment in you
- Goals should be specific and outcomes focused.

## Intended Fellowship experience

- What does success look like in 12 months?
- How will the proposed experience support you to deliver on your vision for change and/or help address challenges you are currently facing?
- Consider how the Fellowship will benefit you, your initiative/organisation and community you are seeking to serve.

## Fellowship activities

- Diverse and experiential learning opportunities that align with your goals – global and local thought leaders, conferences, coaching, study tours, stakeholder engagement, etc
- What would not be possible without this Fellowship?
- Consider timing for you and your initiative.

## Budget





# ELIGIBILITY

- ✓ Over the age of 18 and an Australian Citizen or Permanent Resident. Leading an existing social change initiative (your initiative must be launched) and seeking funding for your personal development and learning.
- ✓ Your initiative is tackling a social issue facing an Australian community. Be able to demonstrate support from the community your initiative is seeking to benefit.
- ✓ Able to complete the Fellowship in 2025 and attend Scholars Summit & Leadership Program.
- ✓ Only one individual per organisation can receive a Westpac Change Fellowship in each application year if the organisation has less than fifty employees.





# SUPPORTING DIVERSITY & INCLUSION

- We aim to support a diverse community which is representative of Australia.
- We invest in people from all walks of life, geographic locations, age (18 years +) and focus areas.
- The program is open to individuals leading social change in any sector.
- If you have a disability or need additional support, we will make sure the program is accessible to you.
- If you have additional caring needs, we will work with you to ensure you are able to participate in all aspects of the program.
- We consult experts, seek feedback and take action to evolve our practices.
- We create an inclusive culture that embraces and celebrates diversity.



# WHAT DOES A SUCCESSFUL APPLICANT LOOK LIKE?

- ✓ Demonstrates **commitment & leadership** to creating positive social change.
- ✓ Leads **collaboration** and proactively **establishes meaningful connections**.
- ✓ Constantly learning and **open to new ideas** – comfortable with complexity.
- ✓ Initiative is **innovative** and **meets a need or solves an issue** in the Australian community.
- ✓ Has researched the fellowship opportunity and considered how it will be a **game-changer** in their impact journey – identifies growth areas.
- ✓ Highlight why 2025 is the right time to make the most of this opportunity to accelerate impact.
- ✓ Proposed development activities are focused on **personal and professional development**.
- ✓ Has considered what it means to be a Westpac Scholar and has an interest in engaging and supporting the W100 Scholars Network.
- ✓ Demonstrates a **generosity of spirit**.





# FELLOW ATTRIBUTES

1

Collaboration and Openness

2

Self and Situational Awareness

3

Resilience

4

Initiative & Drive

5

Dealing with Complexity

6

Planning and Judgement

7

Connected Communicator











**2023 SOCIAL CHANGE FELLOW**  
**KIRRA JOHNSON**



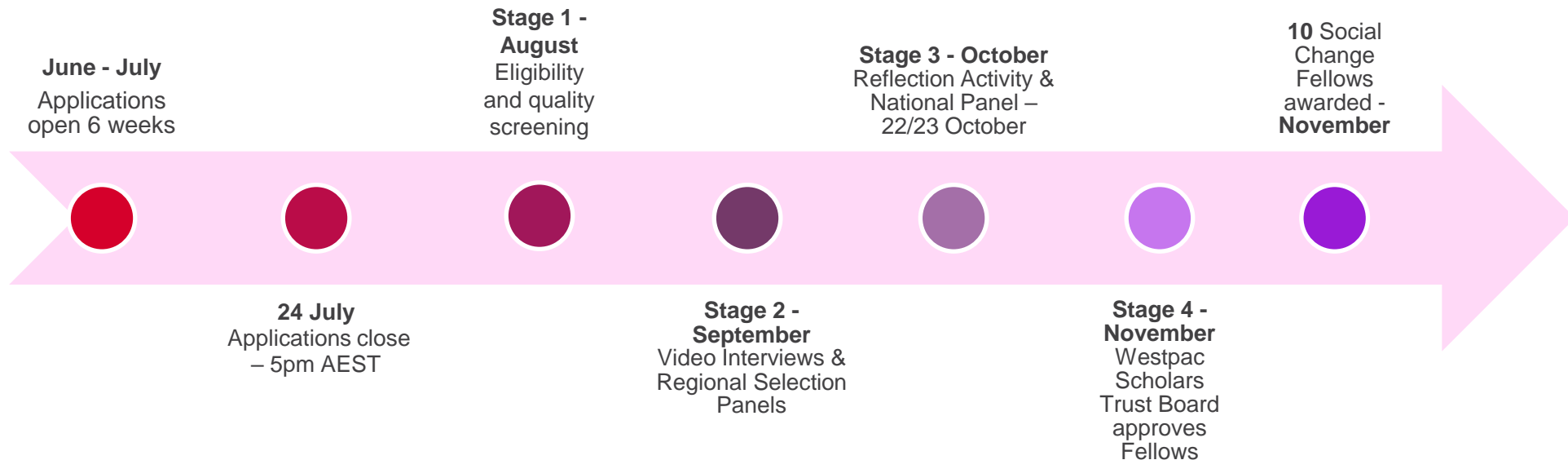


# SELECTION PROCESS & APPLICATION TIPS



# SELECTION PROCESS JOURNEY

- The following timeline highlights the key dates for the 2025 Westpac Social Change Fellowship application round – with applications **closing on the 24 July** (5pm AEST).
- Applications go through Eligibility & Quality Screening before being reviewed by the Regional Selection Panels – the top 50 applications reach the Regional Panels.
- 16 Finalists across Australia are shortlisted for review by the National Selection Panel and up to 10 Social Change Fellows will be awarded for 2025.

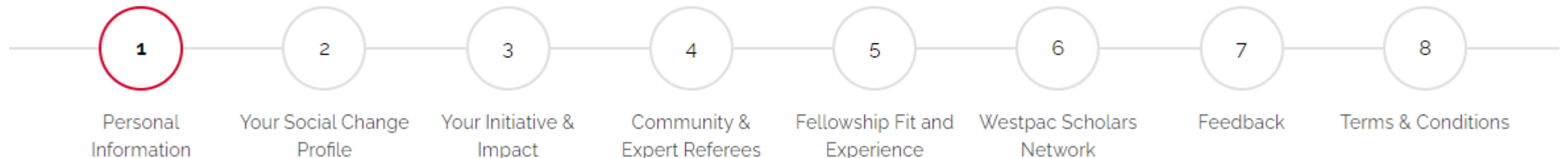


# APPLICATION TIPS

- Read the **Funding Guidelines** on our website and use the eligibility screener to confirm you are able/ready to apply.
- Gather your supporting documents:
  - Up to date CV
  - Recent headshot
  - Referees – pick the right people who know you and your initiative well.
- Main selection questions are divided into the following sections:
  - Your Social Change Profile
  - Your initiative and impact
  - Fellowship fit and experience
- Answer all parts of the question and don't use “refer to above” as some answers may be assessed in isolation. Include any relevant links in the question that asks for links
- Use language that a non-specialist would understand and use specific examples to bring your experience and vision to life – avoid broad statements.
- Remember to save as you go – a PDF will be emailed to you each time you save.

If your application is successful, we will work with you to complete your detailed Development Plan which will include a schedule of activities and budget aligned with your development objectives.

## WESTPAC SOCIAL CHANGE FELLOWSHIP



# TIPS FROM PREVIOUS FELLOWS

“

**Do your research.**  
**Thoroughly understand the Fellowship opportunity and be clear on what you need as a leader.**

Be honest with yourself – what is blocking your leadership and personal development journey? What are your strengths and weaknesses, and **how would use the Fellowship to build on them?** This process is about helping you as an individual to create the biggest possible impact on the world, so put a lot of thought into what will make you a powerful enabler of social change.

**Critically reflect on your personal development needs.**  
**Show how the Fellowship would be a turning point for you and how it would help build your capacity to drive social change.**

**Have a full plan as to what you want to do to support your needs. It's beautiful to be able to fantasize about what you'd do if you had \$50k at your fingertips, but you need to spend hours and hours researching how to utilise your time and money to invest in yourself the best way possible. Be flexible with your plan but also be clear about what you need to learn from your Fellowship.**



**Challenge the notion that scale equals success, and get off the beaten track.**

”



# TIPS FROM PREVIOUS FELLOWS

“

Seek advice from others. Social Change Fellows understand the importance of **collaboration and connection**.

You are strengthened by a team being on the journey with you, whether a peer, mentor, board member. **Reach out to other Social Change Fellows**. Be open-minded and ask for feedback and suggestions to refine your initiative or to help you discover new connections or fresh opportunities for personal growth.

Show us the **real you!** Fellows are leaders & innovators from all walks of life.

Make sure that who you are and what drives you come across in your application. Fellows are selected because of how they think and what they think is possible, rather than the projects or issues they represent. Share your story and show them your authentic self.



In our culture, scale has become synonymous with success. The ‘winning’ examples we look up to are the models that have scaled significantly, the brand names that have become household names. Some of the most wise, skilled, insightful people are those who are working on localised initiatives.

”

# TIPS FROM PREVIOUS FELLOWS

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**Be clear and concise. Social Change Fellows must be **good communicators.****

When you live and breathe your work every day, it's easy to forget to **tell your story from the beginning.**

Remember you're speaking to people who are likely to be hearing of your organisation, approach or even your cause for the very first time. Start at the beginning but be clear and concise. And most of all, be compelling.

**Give this opportunity the time it deserves - the Fellowship is an **investment in you****

**Don't be too discouraged if you aren't successful the first time around. When I initially applied, I didn't make it to the interview stage. I found that the process of putting together an application was helpful as a way of thinking about what I was doing and why. I reapplied two years later with a much more considered vision and plan.**



**Give yourself plenty of time to tell your story in a way that conveys your passion. It might need a few takes before it's good enough.**

”



**Q&A**



# THANKYOU. STAY CONNECTED.



[westpac.com.au/scholarships](https://westpac.com.au/scholarships)



[westpacscholars@westpac.com.au](mailto:westpacscholars@westpac.com.au)



WestpacScholars



Westpac Scholars



WestpacScholars





“

The Westpac Social Change Fellowship offers a rare, once in a lifetime opportunity to strengthen and grow the backbone that underpins the rest of my work and indeed makes it possible.

”

Maya Newell  
2022 Westpac Social Change Fellow  
Director and impact Producer



“

For me, the Westpac Social Change Fellowship is a chance to broaden my horizons, fill gaps in my skillset and lay the foundation for the next phase in my leadership journey.

”

Michael Tozer  
2023 Westpac Social Change Fellow  
Xceptional Founder & CEO





“

The Westpac Social Change Fellowship allowed me to invest in myself to become the bold and confident leader needed to make a profound difference for generations of children with dementia.

”

Megan Maack  
2022 Westpac Social Change Fellow  
CEO Childhood Dementia Initiative





**SHARE YOUR  
QUESTIONS**





**HEADING  
HERE**

Name  
XX Social Change Fellow





**HEADING  
HERE**

Name  
XX Social Change Fellow