



**Positive Leadership  
Development Institute™**  
Australia

# Partnership Prospectus 2015/16







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Australia

The Positive Leadership Development Institute (PLDI™) Australia is a unique partnership of agencies, businesses, organisations and individuals who are all committed to building the resilience and leadership capacities of people living with HIV in Australia and beyond.

The Institute is an international collaboration with a similar program operating in Canada and has been operating in Australia since July 2014. The course currently has over 70 graduates from across Australia and from all walks of life – including recent graduates from New Zealand and Japan.

All PLDI operations are based upon the principles of the greater involvement and meaningful engagement of people living with HIV. The Institute is focused upon placing people living with HIV as central and vital in all aspects of the Institute's programs and services as key agents of social change and community building.

PLDI Australia has been set up as partnership venture among agencies and businesses that understand that in order to end HIV we need to tackle HIV stigma by focusing upon resilience skills and capacity development of people living with HIV. We invite you to review this prospectus and consider how your agency or business can become a partner in the Institute's work and join the 27 partners.

This prospectus outlines the general background and rationale for the PLDI Australia and in particular the leadership and resilience building workshop being offered through the Institute.

If you have any questions about the PLDI Australia please do not hesitate to contact the Institute at [PLDI@pldiaustralia.org.au](mailto:PLDI@pldiaustralia.org.au)

We look forward to speaking to you soon to discuss how your agency or business can become part of this exciting innovation in HIV community development in Australia and New Zealand.

Sincerely,

**THE PLDI  
AUSTRALIA  
COLLABORATING  
PARTNERS**

**THE PLDI  
AUSTRALIA  
FACILITATION TEAM**

**THE PLDI ALUMNI**





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## What is PLDI Australia?

The **mission** of the Institute is to:

- Honour the leadership of the past;
- Value the leadership here today; and,
- Inspire leadership for our future.

The Positive Leadership Development Institute Australia exists with the purpose of supporting people who are living with HIV/AIDS to realise their leadership potential and increase their capacity to participate meaningfully in community life by challenging HIV stigma.

The **curriculum objectives** for the Leadership Training are for participants to have the opportunity:

- To understand the 5 principles and 10 commitments of leadership
- To realise individual leadership potential
- To participate in building a network of leaders within the PLHIV community
- To realise the potential and strengths that each individual brings to the network
- To learn about and practice leadership skills in a safe environment
- To inspire others to become leaders
- To encourage participants to take on facilitator and mentoring roles within the community
- To expand participants awareness of the PLHIV community

The impact and outcome evaluation measures include:

- Measurable increases in resilience and emotional intelligence
- Greater confidence to participate in community activities
- Sustained resilience and leadership skills

Currently PLDI has capacity to provide 4 leadership workshops across a year in different states across Australia called *'Who am I as a leader?'*

These residential weekend workshops are intensive experiences where participants are challenged to consider their leadership style and behaviour in the context of someone living with HIV.





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## Where did PLDI Australia come from?

In a report on the effect and degree of HIV stigma in Australia, the *Australian Stigma Audit (2012)*<sup>1</sup> from the National Association of People Living with HIV Australia identified six key recommendations to challenge HIV stigma.

The first of these recommendations was the development of “an initiative that aims to build resilience among people with HIV”. This recommendation acknowledged that the initiative should include cultivating specific skills for combating HIV stigma and a broader set of life-enhancing skills that improve wellbeing for PLHIV.

With this challenge set, an international search for HIV specific resilience building programs uncovered a highly successful peer led and run leadership development course operating in Canada called ‘*Who am I as a leader?*’. This program is part of the Positive Leadership Development Institute (PLDI™) offered through the Ontario AIDS Network (OAN) and the Pacific AIDS Network in British Columbia and has trained nearly 1000 PLHIV across Canada since 2006.

The Canadian version of the course has been adapted and now operates both in Australia and New Zealand with over 70 graduates in only a few short years and nearly 100 people on the waiting list to attend.

This course identifies and develops PLHIV leadership knowledge and skills with the understanding that this framework is essential to sustain personal resilience against HIV stigma and discrimination and encourage the greater and meaningful engagement of PLHIV in the response to HIV.

Our Canadian partners have developed additional courses in their program but at this stage we are committed to building PLDI Australia’s leadership course before we embark on further institute courses.

Each leadership course takes nearly 8 months to set-up, coordinate, run and provide the necessary participant follow-up and evaluation. We ask a lot from those selected to attend but we believe that people living with HIV are truly the key to ending HIV and the investment in PLDI is worth it.

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<sup>1</sup> Slavin, Sean. Results from the stigma audit: A survey on HIV stigma in Australia [online]. *HIV Australia*, Vol. 10, No. 1, Jun 2012: 27-28.



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## Who is PLDI Australia for?

It is clear that not all PLHIV want to be community leaders and equally that not all PLHIV have leadership intention and capacity. We believe that the qualities that make a good leader also enable PLHIV to take control over their own lives, to recognise that they are part of a larger community of people living with HIV and understand that they can take action and have a role to play in ending HIV.

The leadership skills and leadership theory focused upon in this course are also considered 'life skills' and the course explores how life skill development in the context of living with HIV can be harnessed to develop personal resilience and challenge HIV stigma.

We believe that all PLHIV can ...

1. **Model the way** by standing up for the rights of others living with HIV,
2. **Inspire a shared vision** which sees PLHIV are central and vital to the response to HIV,
3. **Challenging the process** which allow HIV stigma and discrimination to thrive,
4. **Enable others to act** as fellow member of a broader PLHIV community, and;
5. **Encourage the heart** by celebrating our diversity, our history and our future.

The Institute welcomes any PLHIV to apply for this weekend leadership course; however a rigorous evaluation and screening program ensures that the applicants are ready for the course.

Throughout the course, participants are encouraged to see themselves as part of a larger community of PLHIV, to value and appreciate the unique experiences that accompany anyone living with HIV, and to understand the history and evolution of the global and local responses to HIV.

However, there are limitations to what this course is able to achieve. It is not designed to assist PLHIV to come to terms with their diagnosis, nor is it a therapeutic intervention. It is designed for PLHIV who have an interest in building their leadership and resilience capacities either in the HIV sector or their personal lives.

Ensuring that PLDI graduates are supported, prepared and able to go back into their communities to commit to social change and to challenge HIV stigma is an ambitious undertaking.

It is our belief that it is the collective effort and the passion of PLHIV who have driven many of the changes in HIV policy, practice and research and it is PLHIV who will affect how we see HIV tomorrow.





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## How does PLDI operate?

The Institute's programs are completely run through the volunteer efforts of the facilitators and the generous contributions of both funding and value in kind from the collaborating partners of the Institute. This allows the Institute to minimise staffing, overhead and operating costs.

Each of the collaborating partners signs up to a 3-year memorandum of understanding, which provides the longer-term stability to the Institute and its operations (currently in place until June 2017). They provide a representative to the Oversight Team who provides monitoring and evaluation assistance and they guide the growth and development of the Institute.

Additionally to the Collaborating Partners Oversight Team, the Facilitation Team provides the direct liaison work with the course participants and the successful running of the workshops.

Currently the facilitation team is made up of ten highly skilled and well-recognised leaders living with HIV from across Australia. All are graduates from the course and have demonstrated a capacity to lead and train others in the objectives of the Institute.

New facilitators are always being recruited from the graduate pool and are mentored and supervised by the senior facilitators who support and train the new recruits to not only run all aspects of the Institutes' programs but also instill the values and ethics of what it means to be a leader living with HIV.

It takes about a year to get fully trained up as a PLDI facilitator but in the end all members of the facilitation team are equipped to run any aspect of the workshop.

### 2015/16 COLLABORATING PARTNERS

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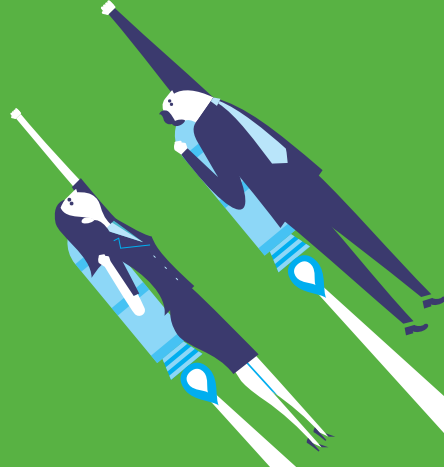
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**The Positive Leadership Development Institute (PLDI™) Australia offers an opportunity to identify and development leadership and resilience skills among all people living with HIV.**

We believe that strong leaders create stronger communities.

We honor the leadership of the past; value the leadership of today; and inspire leadership for the future.


The PLDI™ program aims to create a network of informed and empowered PLHIV who will participate in and influence their local communities.



Leaders establish **principles** concerning the way people should be treated and the way **goals** should be pursued. They create **standards of excellence** and then set an example for others to follow. They set interim goals so to achieve small wins as they work toward larger objectives. They **unravel bureaucracy** when it impedes action; they put up **signposts** when people are unsure of where to go or how to get there; and they **create opportunities** for victory.









Leaders passionately believe that they can **make a difference**. They **envision the future**, creating an ideal and unique image of what the future can become. Through their magnetism and quiet persuasion, leaders **enlist others** in their dreams. They breathe life into their visions and get people to **see exciting possibilities** for the future.



Leaders search for opportunities to **change the status quo**. They look for innovative ways to **improve** the world around them. In doing so, they **experiment** and take risks. And because leaders know that risk taking involves mistakes and failures, they accept the inevitable disappointments as **learning opportunities**.



Leaders foster **collaboration** and build spirited teams. They actively involve others. Leaders understand that **mutual respect** is what sustains extraordinary efforts; they strive to create an atmosphere of **trust and human dignity**. They strengthen others, making each person feel capable and powerful.



Accomplishing extraordinary things is hard work. To keep hope and determination alive, leaders **recognise contributions** that individuals make. Everyone needs to share in the rewards of their efforts, so leaders **celebrate accomplishments**. They make people feel like heroes.

## What are the outcomes of PLDI Australia?

Supporting a new and emerging generation of PLHIV leaders is necessary and vital to continuing the partnership approach to HIV in Australia.

As highly active antiretroviral therapies dramatically changed the ways in which we live our lives, we have grown to understand that it is HIV stigma that continues to linger and is negatively affecting the response to HIV – we need to support strong and confident leaders to bring an end to HIV.

PLHIV leadership is strengthened and developed through intensive workshops that help them to recognise their potential, building their self-esteem and also increase their awareness of the accountability of leaders.

To date 79 PLHIV from across Australia, New Zealand and in the region have graduated from the Institute and have gone on to affect social change, community building and the HIV in many remarkable ways.

“When I finished PLDI, the first thing I did was draft the Facebook post coming out as HIV positive.”

“I use what I learnt at PLDI all the time – have even taken some of the activities with me to my workplace.”

“I thought ... ‘really, you expect me to bond with someone just because we both have HIV?’ but what I learnt was what we share across our differences is what makes us stronger.”

“My experience at PLDI encouraged me to go for a new role at work – I will not hold myself back any longer because I have HIV.”

“My experience at PLDI has served to reinvigorate my passion for the sector and as a timely reminder of why I got involved in the first place.”

“It’s clear what I have to do now. It’s about making that plan. I can’t sit on the sidelines any longer.”

“It had never occurred to me – but of course we are a community! I am HIV positive and I stand alongside my fellow brothers and sisters fighting for an end to feeling bad about myself.”

“PLDI has inspired me to continue in my journey representing indigenous PLHIV.”

“If I hadn’t attended PLDI I would never have run for a Board of Directors position I now hold.”

“PLDI gave me the boost I needed and gave me the belief that I too can make a difference.”

“I never really understood what it was like for women living with HIV – thank you PLDI.”

“It was such an amazing experience. I’ve been touched by so many stories over the weekend my head is still spinning. With a BIG SMILE and an open HEART I want to thank you for an amazing journey.”



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## How you can get involved in PLDI Australia

You can become a partner in PLDI at anytime. Below are the partnership opportunities for 2015/16. The current 2015/16 partners are listed further in this prospectus and an updated partnership listing will be published again in early 2016.

### 1. COLLABORATING PARTNER – INSTITUTE OVERSIGHT TEAM

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- a) Collaborating partners commit to a 3 year minimum contribution of \$10,000 per annum to PLDI operational costs and are able to join a 3 year Memorandum of Understanding – currently in place until July 2017.
- b) Collaborating partners have the option to join the Oversight Team of the Institute who collectively decide upon policies, procedures and operational parameters of the Institute.
- c) Supports the PLDI program through advertising the program to potential participants. All collaborating partners will take part in leading the partner review process designed to evaluate PLDI services and systems and participant in planning days and retreats.

### 2. COOPERATING PARTNER – SCHOLARSHIP SPONSOR

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- a) Cooperating partners commit to providing scholarship support for participants and can choose the quantum and allocation parameters on a per annum basis. The current list of the 2015/16 the Cooperating Scholarship Sponsors are listed further in this prospectus.
- b) Additionally, cooperating partners support the PLDI program through advertising the program to potential participants as well as taking part in an annual partner review process designed to evaluate PLDI services and systems.

### 3. COORDINATING PARTNER

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- a) These partners support PLDI program through advertising the program to potential participants and is able to offer value in kind services and/or products to the Institute.
- b) A coordination partner also takes part in an annual partner review process designed to evaluate PLDI services and systems.

### 4. NETWORKING PARTNER

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- a) Supports the PLDI program through advertising the program to potential participants and may also include sponsoring a participant to a course or workshop.

For further information contact [PLDI@pldiaustralia.org.au](mailto:PLDI@pldiaustralia.org.au) to discuss an option for your organisation or business.



## Current 2015/16 Cooperating Scholarship Sponsors

  
the voice of people with HIV since 1988

**Positive Life NSW Scholarship**  
(\$5000 per annum)



**Body Positive New Zealand Scholarship**  
(\$4000 per annum)



**HIV South Australia Scholarship**  
(\$4000 per annum)



**Queensland Positive People (QPP) Scholarship**  
(\$2500 per annum)

The logo for Alfred Health features the word 'Alfred' in a bold, red, sans-serif font, followed by the word 'Health' in a bold, black, sans-serif font.

**Alfred Health Scholarship**  
(\$2000 per annum)



**Burnet Institute Scholarship**  
(\$2000 per annum)



**Western Australian AIDS Council Scholarship**  
(\$2000 per annum)



**Kirby Institute Community Scholarship**  
(\$2000 per annum)



**Centre for Social Research in Health Scholarship**  
(\$1000 per annum)



**Living Positive Victoria Scholarship**  
(\$1000 per annum)



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**Positive Women Victoria Scholarship**  
(\$1000 per annum)



**The ACON Aboriginal Scholarship**  
(\$750 per annum)



**AIDS Action Council on AIDS, Hepatitis and Related  
Diseases Scholarship**  
(\$750 per annum)



**Tasmanian AIDS Council on Hepatitis and Related  
Diseases Scholarship**  
(\$750 per annum)



**The Straight Arrows Scholarship**  
(\$600 per annum)



**The Institute of Many Scholarship**  
(\$250 per annum)



**Star Observer Scholarship**  
(\$250 per annum)



**Joy 94.9 FM Scholarship**  
(\$250 per annum)



**Melbourne Community Voice Scholarship**  
(\$250 per annum)

For further detail regarding the scholarships and the requirements please contact  
[PLDI@pldiaustralia.org.au](mailto:PLDI@pldiaustralia.org.au)



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## 2015/16 Positive Leadership Development Institute Partnerships

The Positive Leadership Development Institute Australia could not exist without the generous support of a number of agency partners from across Australia and New Zealand.

Full details of the partnership opportunities can be found in this Partnership Prospectus.

Email [PLDI@pldiaustralia.org.au](mailto:PLDI@pldiaustralia.org.au) for a copy or to discuss an option for your organisation or business.

### 2015/16 COLLABORATING PARTNERS



### 2015/16 COOPERATING PARTNERS



### 2015/16 COORDINATING AND NETWORKING PARTNERS





