

LEADERSHIP

UNPACKED

**EMPOWERING
YOUR LEADERSHIP
BY MASTERING
WHAT'S WITHIN**

FROM FAKE HARMONY TO
GENUINE COLLABORATION
THE POWER OF LISTENING
IN LEADERSHIP

UNLOCKING
FULL POTENTIAL
WHY PRAISING EFFORT AND
ATTITUDE BEATS TALENT

LEADERSHIP THOUGHT
ON SOFT SKILLS
THE TRUE ESSENTIALS
OR JUST FLUFF?

INTERVIEW
WITH A LEADER
SHARYN BELLINGHAM | CEO
NEPEAN INDUSTRY EDGE TRAINING

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INTERVIEW WITH A LEADER

SHARYN BELLINGHAM

CEO - NIET (NEPEAN INDUSTRY EDGE TRAINING)

Introducing Sharyn Bellingham, a dynamic leader in education with over 25 years of experience empowering students and staff to achieve their goals. Sharyn brings expertise in workforce capability, auditing, course design, student management, and partnership building. Her career began at TAFE as a casual teacher and progressed through various management roles. Now, as CEO of NIET Training, she is committed to shaping the future of education with a focus on excellence and empowerment.

FOSTERING A CULTURE OF BELONGING

LESSONS IN ALIGNED VALUES AND LIFE-LONG LEARNING

Sharyn, what was a key moment in your leadership journey that challenged your beliefs and changed how you lead today?

During my time with large organisations, I witnessed a significant misalignment between the core values of the organisation and the disrespectful behaviour demonstrated by some managers towards their staff. This included devaluing and side-lining individuals, as many managers displayed favouritism. I saw the emotional distress that employees endured when they were overlooked for projects or promotions in favour of less qualified and experienced colleagues. This experience was not only demoralising but also prevented employees from reaching their full potential.

As a result, I now strive to lead by the principle of treating all staff equitably and without bias.

How do you keep your team inspired and motivated, especially during challenging times or when the path forward isn't clear?

I strive to lead by example, demonstrating how we can navigate through challenges together. I also encourage other team members to step up and guide those who may find the situation tough.

Building a culture of belonging and teamwork is essential, so I believe in coming together to celebrate milestones. Whether it's a morning tea for a promotion or regular staff dinners, these gatherings allow everyone to connect on a personal level and unwind socially.



What advice would you give to aspiring leaders about cultivating resilience and staying true to their values in their leadership journey?

I believe the first step is to build a values-aligned team. It's crucial to surround yourself with individuals who share your ethics and values. When everyone has the same moral compass, it creates a productive team dynamic. You'll find that your team members are not only committed to doing their best but are also open to constructive feedback.

And then there's the importance of investing in your skills. It's essential to have faith in your abilities and to dedicate time to learning new ones. When you have a solid foundation of skills, you can lead by example. This shows your team that life-long learning is vital.

Remember, challenges are just opportunities in disguise. Don't be afraid of those tough days, instead embrace them. They can teach you invaluable lessons that will serve you well in your journey as a leader.

Do you have a favourite quote that encapsulates your philosophy on leadership?

One of my favourites is by Dan Millman from *The Way of Zen*. He said,

"The secret of change is to focus all of your energy, not on fighting the old, but on building the new."

This really resonates with me because it reminds us that instead of getting bogged down by what's not working, we should concentrate our efforts on creating positive change.



What is the best advice you ever received? Or what is a piece of advice that you want to share with our readers?

One of the best pieces of advice I've received is to avoid getting stuck in overthinking or trying to solve every problem all at once. Instead, focus on taking action on the issues you can control.

Make plans for probable outcomes and take those steps forward, one at the time. Once you have acted on what you can influence, there's really no point in worrying about all the potential "what-if" scenarios.

"It's about being proactive rather than reactive."



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ABOUT NIET

Nepean Industry Edge Training (NIET) is an independent Registered Training Organisation (RTO) dedicated to delivering high-quality training in Aged Care, Disability, and Early Childhood.

We pride ourselves on strong industry connections, which ensure our students acquire relevant, job-ready skills. Our training is built around a student-centred approach, offering personalised and flexible learning experiences.

With regular in-person classroom sessions, dedicated support days with trainers, and ongoing email and phone assistance, we engage, inspire, and motivate our students to reach their full potential.

**Want to change
your career?**

**Take a look
at our courses**



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Edge Training**