



An Australian Government Initiative



Regional
Development
Australia

YORKE AND MID NORTH

Request for proposal - Regional Leadership Development Program 2026 - 2028

Yorke and Mid North

September 2026

Program funding provided by:



**Government
of South Australia**

Primary Industries
and Resources SA

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Background

Regional Development Australia Yorke and Mid North (RDA Yorke and Mid North) has received funding from the Department of Primary Industries and Regions (PIRSA) through the Thriving Regions Fund to conduct a place-based leadership development program with the aim of growing future leaders and enhance the skills of those already in leadership positions in support of communities across the Yorke and Mid North region.

The current (2026 – 2028) program is the third iteration of the program, building on the successes of the previous two programs (2022 – 2024, and 2024 – 2026); the current iteration is informed, but not bound, by previous iterations of the program.

The design the current program is being overseen by a Steering Committee of local community leaders, with delivering and commissioning overseen by RDA Yorke and Mid North as the commissioning (and contracting) entity.

Program objectives

The following program objectives are defined for the program, developed in reference to the program requirements with PIRSA and in consultation with the Steering Committee on the priorities for leadership development within the Yorke and Mid North region:

- To grow the pipeline of community leaders of grassroots organisations servicing and supporting communities, and enhance the skills and confidence of these leaders to strengthen their abilities to lead these organisations effectively
- To build the communication and advocacy skills of community leaders in public-facing roles, to enhance their ability to engage decision makers effectively on topics and changes important to local communities
- Strengthen governance standards and meeting efficacy of community organisations to encourage people to participate in community bodies and committees
- Create opportunities for younger and Aboriginal people to take on leadership roles within their communities.

Previous iterations of the program have under-representation by male participants; the current iteration of the program will seek to ensure the content and delivery methods encourages participation by a range of participants that is representative of local communities, and not unduly skewed toward any cohort.

Desired program structure and content

The Steering Committee has undertaken gap analysis to identify priority areas and cohorts for leadership development in the region, as well as existing leadership and related training opportunities available, to develop an indicative program structure to be delivered through the current program.

The proposed program structure is summarised overleaf, with further detail on the type of content to be covered in each component of the program provided on the subsequent pages. For the purpose of this request for proposal (RFP), the scope to be addressed by respondents in their proposals is limited to those components highlighted in **green text** below.

- **Three multi-day programs**
 - *Emerging leaders* – targeting people looking to take on their first formal leadership roles, or to build their expertise and confidence with the fundamentals of governing organisations
 - *Leading organisations effectively* – targeting people taking on responsibilities for leading community organisations, giving them the tools and confidence to do so effectively
 - *Communicating for impact* – targeting people whose leadership role(s) involve public-facing communication and engagement roles, aiming to build their efficacy in engaging to create positive impacts for their organisations and communities
- **Standalone, topic-specific, short courses**
 - *Communications*
 - *Running a one-hour meeting*
 - *Working with volunteers*
 - *Governance basics*
- **Mentoring opportunities**
 - Participants will be invited to register for a mentoring program, whereby they will identify areas they would like to work with a mentor in before being paired up with an appropriately experienced mentor to support them on their leadership journey.
 - Cultural mentoring opportunities will also be explored, with the concept being tested involving working with First Nations people to bring greater understanding of their Country and principles for working with First Nations people.
- **Alumni and networking events**
 - Events and seminars providing previous (and current) participants with opportunities to further their leadership development journeys while connecting with other community leaders from across the Yorke and Mid North.

Multi-day programs

#1 Emerging leaders			
Problem being solved	Target cohort(s)	Delivery model	
•Lack of pipeline of community leaders •Lack of supports for people taking on formal leadership roles	•People without, or having taken on their first, formal leadership roles	•Three intakes (Yorke Peninsula; Mid North; Southern Flinders) •4 sessions •Full day sessions	
Content			
Leadership fundamentals	Governance	Understanding yourself and others	Building confidence as a leader
•Leadership attributes •Types and models of leadership •Your own leadership style •Building on vision, values and assets	•Roles and responsibilities •Constitutions and legislation •Effective decision making	•Understanding personality types •How to work with different personality types •How to support and coach people	•Public speaking and presentation skills •Using AI and digital tools to improve efficiency •Personal strengths and areas for improvement
#2 Leading organisations effectively			
Problem being solved	Target cohort(s)	Delivery model	
•Lack of willing, confident leaders of grassroots organisations •Increasing reliance on ‘by default’ leaders, or the same people too often	•People willing to take on leadership roles within organisations •Previous RLDP program participants	•Two intakes (north + south) •4 sessions •Half-day sessions	
Content			
Leadership fundamentals	Governance	Running meetings	Building teams
•Leadership attributes •Types and models of leadership •Your own leadership style •Building on vision, values and assets	•Roles and responsibilities •Legislation, constitutions and regulation •Strategic and operational planning	•How to run an effective meeting •Effective decision making	•Understanding personality types •How to work with different personality types •Succession planning
#3 Communicating for impact			
Problem being solved	Target cohort(s)	Delivery model	
•Lack of efficacy in representations to decision makers •Reluctance to take on communications functions due to negative engagement	•Regional advocates (across organisations)	•Two intakes (north + south) •3 sessions •Full day sessions	
Content			
Your communication style	Communicating for influence	Communicating with community	
•Different types and models of communication •Your style and strengths in communicating •Presentation skills	•Understanding the audience •Building a compelling argument •Messaging	•Messaging for social media •Building engagement (visibility and interaction) •Managing engagement (positive and negative) •Using AI and digital tools to improve efficiency	

Standalone, topic-specific, short courses

Topic-specific sessions	
Communication One day 2 intakes (locations TBC)	• Understanding your audience • Developing your message • Using technology • Managing engagement
Running a one-hour meeting c. 3 hours 2 intakes (locations TBC)	• Setting the agenda • Keeping conversations focused • Recording actions and decisions • Managing people
Working with volunteers Half day 2 intakes (locations TBC)	• Attracting and engaging volunteers • Designing tasks, functions and roles • Supporting volunteers
Governance 101 Half day 2 intakes (locations TBC)	• (Mirror content from Governance session of <i>Leading organisations effectively</i> program) ○ Roles and responsibilities ○ Constitutions and legislation ○ Effective decision making

Program delivery

Course content and delivery

Program content for each of the sub-programs outlined above will be delivered and facilitated by the successful provider(s) through in-person sessions conducted at locations throughout the Yorke and Mid North region. Respondents will be asked to summarise how they would support an online delivery model if required, noting that the expectation and preference is to deliver sessions in-person wherever possible. Respondents are encouraged to make use of existing materials where relevant to the program scope and outcomes, to make greatest use of the program funding available and leverage previous experience.

Sessions (and content) should be delivered via a blended approach involving large amounts of interactive content (i.e. workshop discussions, case studies), as opposed to relying on the presentation of content in sessions. Pre-reading materials to familiarise participants with the content is considered favourable.

The schedule for delivery of the sub-programs will be negotiated with the preferred provider(s), having regard for when participants are likely to have greatest availability and any known events which may compromise delivery (i.e. public holidays, harvest periods etc). Respondents will be asked to confirm any dates they are unable to support session delivery during the period between November 2026 and May 2028. Multi-day sub-programs are expected to involve sessions being delivered one day per month over several months, with topic-specific short courses interspersed throughout the program delivery period.

Promotion and participant recruitment

RDA Yorke and Mid North, working with the Steering Committee, will retain responsibility for selecting participants for the programs, and primary responsibility for the promotion of the program and sub-programs. The preferred provider(s) will be expected to assist in promoting the sub-programs through their existing communications channels to help build awareness and engagement with the program.

Delivery locations and arrangements

Locations for delivery of sessions and sub-programs will be confirmed once the preferred provider(s) are engaged with and the scope of activities are negotiated as part of the contracting process.

RDA Yorke and Mid North will bear all responsibility for venue and catering requirements, with the preferred provider(s) responsible for delivering the content and facilitating the sessions.

Budget

An indicative budget of \$105,000 (excluding GST) has been allocated for the delivery of the scope of leadership development activities outlined herein, with respect to program development, preparation, and facilitation expenses, as well as travel.

Other costs (i.e. venue, catering, materials production, promotions) will be covered by RDA Yorke and Mid North.

Request for proposal process

Respondents are invited to submit their proposal before 9:00am Australian Central Daylight Savings Time (ACDT) Monday 5th October 2026, with the schedule for the RFP process outlined below.

Friday 11th September	12:00pm ACST	RFP released to market
Friday 18th September	12:00pm ACST	Final questions on RFP to be lodged
Monday 5th October	9:00am ACDT	Proposals due
Wednesday 7th October	5:00pm ACDT	Shortlisted respondents selected
Friday 9th October	5:00pm ACDT	Preferred providers notified
Friday 16th October	5:00pm ACDT	Outcomes notified

All responses (and questions regarding the RFP) are to be submitted via email to ceo@yorkeandmidnorth.com.au; responses to the RFP must include the completed tender schedules, with the template accompanying this RFP document.

Respondents may elect to submit their proposals for part of the entire scope of services required; respondents may partner or use sub-contractors to deliver components of the services where identified as part of their response and subject to prior approval by RDA Yorke and Mid North.

Respondents participating in a partnership or sub-contracting arrangement should note that RDA Yorke and Mid North will contract with one entity per proposal submitted, and the respondent will be held solely liable for any terms contracted subsequently.

Responses will be assessed against an assessment matrix before being shortlisted and reviewed by the Steering Committee for a final recommendation to be considered by RDA Yorke and Mid North.

The assessment matrix (and corresponding weightings) will have regard for the following:

- Alignment with program objectives and scope (40 per cent)
- Value for money (30 per cent)
- Experience (20 per cent)
- Delivery risk (10 per cent)

RDA Yorke and Mid North will engage with shortlisted respondents to clarify their proposals, before the preferred provider(s) are selected and negotiations finalised over the services contract. RDA Yorke and Mid North reserves the right to vary, extend or discontinue this RFP process at any time.

Respondents are responsible for any and all costs incurred in preparing their response to the RFP.