



Global Leadership Exchange Annual Report 2023

Plain text version

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Now more than ever, our world needs us to work together to promote better health and wellbeing for all. The importance and value of learning from each other, sharing knowledge and evidence and building strong networking links cannot be under-estimated.

Global Leadership Exchange is well placed to support countries large and small to rise to the challenge of responding to the distress many are experiencing and to continue to promote equity and inclusion of all people.

The support of our investing country members is vital and enables us to connect globally to strengthen our role in knowledge sharing.

I'd like to acknowledge and thank former Chair Bob Glover for his hard work as both a Board member and for the last four years as our Chair. Through his leadership our Board has become more diverse in composition and our processes have been strengthened.

Bob Glover, Steve Appleton and I have endeavoured to ensure a smooth transition of the chair role and I am incredibly grateful to Bob for his wise counsel and support during this process.

As a Board, we intend to build on the considerable progress that has been made which includes a focus on the size, scope and composition of the Board going forward.

The significant work that went into rebranding International Initiative for Mental Health Leadership (IIMHL) and International Initiative for Disability Leadership (IIDL) culminated in the official launch of Global Leadership Exchange (GLE) in November 2023. This marked a major milestone for the organization, and I'd like to thank everyone who was involved in the process, including funders, members, staff and the Board.

Exciting times are ahead and together we will build on our founder's vision and further develop the organization's values, strategy, purpose and international reach.

I'd also like to thank our President and CEO Steve Appleton for his leadership and commitment to the organization and our small, dedicated team who while globally dispersed go above and beyond to continue to grow our connections and impact.

We look forward to embracing the opportunities that 2024 brings and facilitating our 16th Leadership Exchange which will take place in the Netherlands, 24-28 June.



Welcome by Steve Appleton, President and CEO

The past year was a busy, productive and successful one for GLE. We welcomed new members, a range of new work, and our rebranding and new website.

I would like to extend my gratitude to those of you who have invested time engaging with us, to learn of our work, aspirations and plans to develop leaders globally in the fields of mental health, disability and substance use.

We were delighted to welcome Wales as the organization's newest investing member country in 2023.

I am also pleased to report that at the end of April the League for Mental Health in Slovakia agreed to become an investing organizational member, as did the Dutch disability network, VGN.

I'm incredibly grateful for the investment and involvement of everyone and those ongoing relationships and resources will be invaluable as our global network continues to expand.

We officially launched as Global Leadership Exchange (GLE) in November 2023, moving fully into the next phase of development and maturity as an entity. The ideals and underpinning principles of our work remain, and we are now ready for the next phase of our journey.

In the past year we have continued to raise the status and profile of our disability work and embarked on plans to focus on substance use more directly, alongside our work on emerging leaders, indigenous leadership and establishing the foundations for our Lived Experience Council, which will be initiated in 2024.

Work is well underway with our Dutch colleagues on plans for the 2024 Leadership Exchange in Utrecht and we are looking forward to the opportunities this event provides. Now in its 16th year, the Leadership Exchange is going from strength to strength, and we are looking forward to welcoming many of you to the matches and the network meeting for an exciting week of learning, sharing and fun!

We begin 2024 with renewed vigour and optimism as Global Leadership Exchange.

The changes that have taken place have put the organization in a strong position to make positive change in mental health, disability and substance use by connecting leaders globally to improve people's lives.

We are an international organization supporting leaders to grow, learn and develop, offering a space where trust lies at the foundation of all that we do.

Our members align with our [Leadership Framework and Principles](#), come from all over the world, show immense goodwill and are committed to leading change and to learning about new or different ways of working. Some have many years of experience, and some are just starting out, and we believe we can all learn from each other.

Values	Principles
Inclusive	• Promote a sense of belonging • Value diverse experience and expertise • Adopt a rights-based approach • Amplify voice and increase influence for all • Promote a culture that is just and fair
Competent	• Model and promote self-care, well-being and resilience • Set clear goals and expectations • Performance manage on outcomes • Create flexible roles and working patterns • Encourage taking of initiative and responsibility • Acknowledge the specificity of leadership in different contexts • Invest in leadership capability in workforce and with peers, families, carers, and communities
Authentic	• Promote an environment of psychological safety • Act with integrity, honesty and humility • Value all voices and listen with openness • Respect and listen to different points of view • Encourage truth-telling and listen with curiosity • Acknowledge and embrace complexity and unpredictability



Values	Principles
Collaborative	• Engage communities in systemic change • Build trusting relationships with a broad range of stakeholders • Promote team working across organizational and disciplinary boundaries • Drive intergenerational collaboration • Promote servant leadership and collective leadership models • Develop a shared understanding of risk and quality
Innovative	• Ensure a culture of continuous learning and quality improvement • Test and evaluate new ideas • Engage experts by experience and experts by occupation in design, development and evaluation of initiatives • Mentor emerging leaders • Encourage a sharing of knowledge and expertise • Ensure equity of focus and investment in prevention and treatment
Visionary and Strategic	• Advance vision for mental health, substance use and disability • Ensure inclusion of different world views • Develop clarity of purpose, inspire and motivate • Embrace transformational change • Be future focussed • Evaluate and establish appetite for risk • Create an environment that empowers and enables everyone to contribute



Following the strategic decision to create single governance across IIMHL and IIDL and to assist with integrating our resources and expertise, our aim was to create an organization that is greater than the sum of its individual parts. This is why IIMHL / IIDL became Global Leadership Exchange (GLE) in November 2023.

After extensive engagement, workshops, and conversations with members, funders, and partners there was agreement that it was time to explore a single name for our organization. We had many fantastic years as the International Initiative for Mental Health (IIMHL) and International Initiative for Disability Leadership (IIDL), but the time had come to change our name. Our aim was to find a name that was easier to say and remember and that represented a strong identity for the organization in the longer term.

Finding and agreeing a new name involved an extensive consultative process including a communications audit, name change workshops and feedback throughout the previous brand refresh journey to agree on a name and brand that symbolises the ethos of the organization.

We developed a visual identity with design experts, informed by our strong brand narrative which will be easily recognisable, relatable, and engaging. The chosen design symbolises GLE stepping up to take charge for the good of society in a fragmented, chaotic world.

GLE cares and takes responsibility for the good of the community locally, regionally, nationally and internationally. GLE is driven by fairness and creating equity of opportunity.

GLE understands the landscape, has the right relationships and understands how to connect people and ideas to make things work.

Our brand character symbolises:

Evolution

Sophistication

Optimism

Geometric

Bold

Sunshine

Friendly

People orientated



The chosen brand identity is the foundation on which the new website was designed and built. Modern and engaging the new website is dynamic and clearly conveys the organization's mission, vision, values and its focus on mental health, disability, substance use and emerging leaders.

The new website is fully accessible – it is clean, bold and easy to navigate. The home page is clear about what we do and our purpose and focus on mental health, disability and substance use.

Our 12 member countries and funding organizations are prominent, clearly positioning GLE as a truly global organization with substantial backing and investment.

We make it easy for members to join GLE, and ask all to adhere to our Leadership Principles, stating their leadership status and area(s) of interest.

Information on our Leadership Exchange event sits loud and proud – showcasing the outstanding speakers who take part.

New channels were launched on X, LinkedIn and YouTube.

https://twitter.com/gle_world

[Global Leadership Exchange: Company Page Admin | LinkedIn](#)

[Global Leadership Exchange – YouTube](#)



Our work is focussed on creating opportunities for people to share their knowledge and leadership experiences. These insights help find solutions and ideas to overcome challenges and improve services in mental health, disability and substance use.

GLE seeks to promote inclusive behaviours and to doing the work required to ensure we have a more diverse leadership group. Our [Leadership Principles Framework](#) sets out behaviours that promote genuine inclusivity. All members agree to adhere to these principles when they join GLE to access a knowledgeable global community of mental health and disability leaders, experts and ambassadors for change.

Supportive quotes

“During the Covid pandemic it was helpful to share experiences across countries.”

Brian Hepburn, US

“Information is one thing, but there's so much more to be gained by connecting with people, meeting and being engaged.”

Geoff Huggins, Scotland

“GLE enables leaders to share international innovation across the world. IIMHL (now GLE) was a lifeline for many during Covid. The US learned a lot from Australia and their support of young people during what were dark times for many.”

Anita Everett, US



Advisory Groups

A review was undertaken in 2023 of the model and purpose of the organization's Sponsoring Countries Leadership Groups (SCLGs). In line with the rebrand to GLE, Global Leadership Advisory Groups (GLAGs) were launched to succeed the SCLGs and help inform the organization's work and strategic priorities going forward.

Composed primarily of leaders from the investing countries and their representative organizations, GLAGs are key stakeholders in GLE's work and development.

GLAG's are senior leadership collaboratives, for country leaders to coordinate with their counterparts to share knowledge, problem solve and provide peer support to the Board and executive team. They are also a forum through which investing country leaders contribute to GLE's work planning and strategic development.

There are currently two GLAGs: Global Leadership Advisory Group – Mental Health (GLAG-MH); and Global Leadership Advisory Group – Disability (GLAG-D). You can view who are involved here – scroll down to 'advisory groups'.

Inclusion Advisory Group

An Inclusion Advisory Group (IAG) was formed to advise the Board on how best to achieve the following objectives:

- To create a culture that values diversity and inclusion – where there is a strong sense of belonging, including people with lived experience
- To value people from diverse backgrounds who share power and are central to GLE's decision-making and developmental forums
- To have a welcoming space where people want to devote time and energy to GLE – an organization that is trusted, easily accessible and safe

Lived Experience Council

The IAG recommended the formation of a Lived Experience Council (LEC), and work was undertaken to make this a reality in early 2024.

The LEC will develop to be an independent lived/living experience group, establishing its own identity and purpose linked with GLE's strategic direction. The LEC will initially meet virtually in late April and then attend the Leadership Exchange in June 2024, for their first in person meeting.

This is an important and essential step in complementing the GLE framework and scope and will comprise six members, representative of regions and a range of lived experiences. It will be chaired by Dr Clenton Farquharson CBE, who also led the original IAG.



We have been delivering on our purpose to connect mental health leaders to help spread innovation and best practice to improve mental health and addiction services around the globe to make a tangible difference to people's lives.

Members have access to a knowledgeable global community of mental health leaders, professionals, experts and ambassadors for change.

The following are notable achievements in 2023:

- Good attendance at Global Leadership Advisory Group – Mental Health (GLAG-MH) meetings from member countries which helps demonstrate the impact that GLE is making to member countries, and to emphasise the value of GLE to new members including Northern Ireland, Slovakia and Wales.
- Engagement continued with non-profit mental health organizations and individual members in Israel at this difficult time and support is being offered to share learning from examples of work in conflict zones, trauma and more broadly, community support.
- Engagement continued with other regions in Europe to explore regional level investment; Catalonia (Spain), Leipzig (Germany), with newly generated links in Estonia, France, Cyprus and Greece.
- Following on from the successful 2022 Leadership Exchange Hub model, the North America Hub delivered three webinars in 2023 for North America mental health, substance use and disability leaders, in partnership with the College for Behavioral Health Leadership, which serves as the GLE US Liaison.

The topics were and the below topic headings hyperlink to the respective webinar and/or follow up discussion:

- [Self-direction: Supporting Choice, Control and Independence.](#)
- [Building and Scaling School Mental Health Programming and Initiatives: The Importance of Global Collaboration and Leadership](#) plus a [follow-up roundtable discussion.](#)
- [Bridging the Generation Gap: Engaging with Today's Youth.](#)



- It was recognized at the most recent GLAG–MH meeting that there is significant innovation taking place in our network, including for example, 988 crisis lines in Canada and US, and the Strategic Workforce Plan in England.
- Significant effort was undertaken in 2023, and continues into 2024, with partnership working to develop and host GLE's signature week-long Leadership Exchange. Over 30 Matches in the Netherlands, and throughout Europe, culminate in the Network Meeting in Utrecht on June 27–28, 2024.
- GLE representatives travelled to Sweden to work with members of the Swedish Association of Local Authorities and Regions (SALAR). Presentations were given to the national Public Health network and the Mayoral leaders with the SALAR network. This has resulted in additional work to support the implementation of a National Mental Health Strategy.
- A strategic planning session for Scotland took place in Glasgow on November 22nd, 2023 to reshape the current membership of GLE. This included members from the statutory, voluntary and charity sectors. Work has commenced to strengthen the engagement of the mental health sector in a sustainable way.
- Considerable progress was made with leaders in the region of Emilia-Romagna in northern Italy, reaching an agreement to join GLE as an investing member in October 2023. They join organizations and representatives from Australia, Canada, England, the Netherlands, New Zealand, Northern Ireland, the Republic of Ireland, Scotland, Sweden, and USA as members of the GLE community.

Supportive quotes

“You need to invest in capabilities to make change happen. This network provides the unique opportunity to share between countries – to collaborate with shared values and build ‘how’ methods. “

Fredrik Lindencrona, Sweden

“We can be geographically isolated so it's good to be connected to leaders across the world and learn from each other.”

Robyn Shearer, New Zealand



Presentation by Dr Arthur C Evans



Creating a Paradigm Shift: A Population Mental Health Approach

Insight into creating psychologically healthy workplaces – working with at risk and healthy populations.

Board member Dr Arthur Evans' presentation on stimulating additional strategies to address workforce issues.

You can view Dr Evan's presentation by clicking on the image above.

Supportive quotes

"The ability to connect with others across the world is so important for us – especially being able to share experiences during Covid and its impact on young people."

John Zonneville, New Zealand

"Working with IIMHL (now GLE) has been a great experience for our country. We've completely reversed the mindset of what we're doing and how we're doing it."

Andrej Vršanský, League for Mental Health Slovakia

"The expertise of a Match in 2015 led to the formation of 'Roots of Hope' – a community suicide prevention model. In Canada, over 18 communities – including, three provinces and one territory, are implementing this model based on five pillars and 13 guiding principles."

Krista Benes, Canada

"For me this network introduced me to international mental health care. It connects world-wide knowledge and expertise."

Sabien Raams, Netherlands

This global network brings together and connects leaders from the lived/living experience disability community, families, government, non-government and academic sectors. The aim is to use a collective and inclusive leadership approach to help spread innovation and most promising practice to advance the lives and life opportunities of people with disabilities.

The following are notable achievements in 2023:

- Global Leadership Advisory Group – Disability (GLAG–D) meetings have been particularly well attended and the Terms of Reference updated to reflect the transition to GLE and to build more inclusive leadership opportunities through widening GLAG–D membership.
- A priority focus for the year was national disability workforce challenges, supported with a series of international and regional events and the collation and dissemination of international knowledge resources.
- It was agreed that the GLAG–D workplan would also start to align more closely with countries priority work and resource sharing on the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). This approach will strengthen the direct value of GLE membership.
- Building country and regional networks, including regional events in Australia/New Zealand, and the UK/EU. This provided tangible opportunities for member engagement, leadership development and knowledge exchange.
- Starting 2023 without any disability membership of GLE, a stable platform has been established for planning the 2024 Leadership Exchange to progress membership in the Netherlands.
- The leadership of our New Zealand GLAG– D Chair Brian Coffey championed the importance of lived experience and cultural leadership and how to best embed that in our ongoing work.

“Our membership of Global Leadership Exchange has been so valuable to SCLD’s work in Scotland. From our first engagement in 2019 through to today, we have used the creative challenge of the GLE discussions, webinars and matches to drive forward the development of our organizational strategy, and especially our emerging leaders work. Scotland now has a bespoke leadership programme for leaders who have a learning disability and this would not have been possible without the knowledge exchange provided through GLE.

“SCLD is looking forward to seeing where our membership takes us in 2024 and beyond!”

Charlie McMillan, Scottish Commission for People with Learning Disabilities



A key focus for the year has been on sustaining and building country memberships, noting the following achievements:

- As part of the 2024 Leadership Exchange event planning, GLE-D is using a collective and inclusive approach to identify and engage disability leaders to build a Netherlands disability country network. A membership offer was agreed with VGN national disability provider network as a pathway to country membership. This will be further enhanced by leveraging connection and collaboration opportunities at the forthcoming Leadership Exchange.
- As an outcome of an Emerging Leader's webinar entitled '[Beyond Accessibility](#)', a plan of action for ongoing engagement with members in Sweden and other Nordic countries has been developed. This aims to support ongoing participation of Nordic members, encourage attendance at the 2024 Leadership Exchange, and ensure cross-European representation.
- In partnership with the GLE-D Australian Reference Group, a webinar took place in December entitled 'Leadership is the key to Inclusive Employment: Applying Global Insights and Strategies'. Open to all Australian, New Zealand and wider Pacific region members this event aimed to share the benefits of GLE membership and encourage engagement.
- Planning started for a series of new in country and regional events, including those to be jointly hosted in Scotland with the Scottish Commission for People with Learning Disabilities and in Canada.
- We continue to grow resources, to build the profile of our Disability work. [Our YouTube channel provides an archive of events.](#)
- Our disability-led webinars in 2023 received strong positive feedback from attendees. More on this in 'Emerging Leaders' further on in this report.

Feedback on our webinars:

"As always, it was so inspiring! Thank you!"

"I liked the presentations and free flow of the session. It was not a 'hard listen' at all."

"I loved the sharing of information, experiences and stories."

Based on anonymous feedback survey results from three events in 2023 delivered by staff in the International Lead and Disability Support roles

68% strongly agreed that the webinar covered the topics advertised

54% strongly agreed that the webinar was accessible and inclusive

60% strongly agreed that they would recommend the event to a friend or colleague



GLE and the GLE-Disability USA Advisory Committee delivered two impactful and valuable presentations during the year on the topic of 'Disability workforce retention and growth: innovative national strategies to meet a shared global challenge'. In May 2023, a feature session at the international meeting of GLE-D country members in Washington DC was held, including reports from each country member on their own national challenges and innovations. In December 2023, a follow up webinar was held for UK and EU countries, and this enabled a broader range of key country leaders to attend and share their challenges and innovations. Key international resources are being collated across the work of both GLAG-D and GLAG-MH and these will be consolidated into a key online resource for the wider GLE membership.

At the May 2024 Washington DC combined meeting of GLAG and Board members, GLE International Lead for Disability Eddie Bartnik shared a decade long example of impact that spanned across both his time with IIMHL as Mental Health Commissioner in Western Australia and then his later work in disability with Australia's National Disability Insurance Scheme (NDIS). As part of the San Francisco Leadership Exchange in 2010, Eddie arranged to visit the Texas Self Directed Support project which was part of world leading work using individualized funding in mental health. He was familiar with individualised funding in the disability sector and was keen to implement this in his new mental health role, but this was a foreign concept to most people.

The confidence gained from the 2010 Leadership Exchange enabled this new innovation to be successfully introduced into an Australian setting. The evidence and knowledge from international colleagues in the US and England also provided strong impetus to support the inclusion of people with psychosocial disability in the new Australian NDIS. There are now over 50,000 people with a mental health related psychosocial disability in the NDIS with an individual funding budget.

The opportunities provided by GLE through Matches and Leadership Exchanges has been a significant factor in creating these life changing opportunities.



“I have been privileged to attend the Global Leadership Exchange since 2011, with a key focus on Family Leadership and Employment.

“With the support of many connections I made through the Exchange, I co-founded Imagine More in 2013, a family-led niche organization in Canberra, Australia.

“I highly value the connections we make as part of the Global Exchange. As a result, we continue to invite many of our global friends to present to Australian audiences and connect on family leadership with a focus on employment using a customised employment approach that we learned about through the Washington Exchange in 2019.

“Since 2015, Imagine More has been part of the Australian National Alliance of Capacity Building Organisations (NACBO). Several Alliance organizations are members of the Australian GLE – Disability National Reference Group , where we continue to share our learning.

“As a result of our global connections, the impact is that we have been able to impart potent and robust information to families on their journey in supporting their family member with disability into meaningful employment using a customised employment approach.”

Jan Kruger, Executive Director, Imagine MORE



Our work with Emerging Leaders

Through our Emerging Leaders work, we bring together established and emerging leaders to connect in a space of mutual respect and to be contributors with insights of equal value to share.

The core purpose of the Emerging Leaders work is to embed the participation of a wide range of diverse leaders across GLE activities.

We aim to facilitate intergenerational collaboration and the transfer of knowledge, to ensure that rights-based and person-centred practices across mental health, disability, and substance use are preserved into the future and continue to evolve.

We use the Emerging Leaders Principles to guide our actions in this work. The Principles provide tangible actions for everyone to participate in this work – emerging leaders, established leaders, organizations, and GLE.

Outputs, Outcome and Impact

- The Emerging Leaders Workplan guides activities and focus on this stream of work. The Emerging Leaders Principles report was approved by both GLAG's and the GLE Board in May 2023 and has been updated and is publicly available.
- The Emerging Leaders Collaborative has been established to generate inclusive leadership and intergenerational collaboration. The Collaborative provides a space for everyone who has contributed to the Emerging Leaders work since 2017 to continue their connection and welcome new people to our organization.
- The Collaborative shares examples of good practice and facilitates peer-to-peer connection and mentoring. Membership is open to people at all stages of leadership and all experiences.
- As part of our continuing commitment to developing this work, we have embedded the Emerging Leaders work throughout our thinking and planning for the Netherlands Leadership Exchange. It has also been built into the updated Terms of Reference for the Global Leadership Advisory Groups and nomination processes for the Lived Experience Council.

We are connected to leadership across all of our focus areas. The following demographics of Collaborative members align to the intended purpose. Key demographics as at 25 January 2024 (they do not equate to 100% as participants could choose multiple options), from 11 different countries:

- 64%** connected to Disability
- 56%** connected to Mental Health
- 38%** connected to Addictions/Substance Use
- 28%** chose to share identifying with a priority population in response to the question 'Is there anything you would like to share with us about how you identify?' (e.g. lived experience, LGBTQIA+, gender, family member)

Emerging Leaders in practice

'Beyond Accessibility: building leaders with disability in government and public sector roles' webinar was delivered successfully in partnership with the Swedish Agency for Participation. Event speakers included senior leaders across boards, public sector agencies, and parliament. Event feedback indicated strong agreement that attendees would recommend the event – it was accessible and inclusive, and covered the topics advertised.

This event successfully built relationships to leverage in the lead up to the 2024 Leadership Exchange in the Netherlands. Final products of this event, including a recording and a report, have been reviewed and agreed with the Swedish Agency for Participation and are available on the [Emerging Leaders site](#).

Webinar delivered in partnership with the Swedish Agency for Participation.



**Beyond Accessibility:
building leaders with disability
in government and public
sector roles**

You can view the webinar by clicking on the image above.

We have a balanced inter-generational group involved with Emerging Leaders:

53% of our network self-identify as Emerging Leaders

38% of our network self-identify as Established Leaders

9% are in between or both Leadership stages

We continue to be grateful for the work and contribution of our Collaboratives which have grown organically through the work of dedicated and active members. Their work and activities contribute significantly to our mission and vision.

Here are some of our Collaboratives:

Council for Clinical Leadership

Council for Public Health Leadership

Emerging Leaders

I-CIRCLE (**I**nternational **C**ities and urban **R**egional **C**ollaborative)

Philanthropy

Rural Behavioral Health

Wharerātā Group (Indigenous Leaders)

Women's Leadership Group

Our collaboratives have been busy planning content for the 2024 Leadership Exchange. The list of over 30 Matches [can be found here](#). We are always inspired by the energy and participation of members who attend the Matches and are excited to see what [2024's Leadership Exchange](#) will bring.

New Collaboratives

We are pleased to see the ongoing work of these Collaboratives as they prepare to host Matches in the lead up to the 2024 Leadership Exchange and we look forward to further establishing them in the year ahead:

- 2SLGBTQ+
- Addictions Leadership
- Employment
- Knowledge Mobilization Hub on Suicide Prevention
- Local Area Coordination
- Self-Direction



We are looking forward to a future full of opportunity as the new Global Leadership Exchange.

We will continue to strengthen current relationships and work to establish new partnerships while reinforcing our commitment to diversity and inclusion. The future will be driven by contributions from established, new and emerging leaders – both within the organization and externally.

We intend to progress our work in relation to workforce, employment, housing and climate change across mental health and disability. We also intend to develop our work on leadership in substance use and addiction. There will be a continued focus on collaboratives and this will involve creating connections to ensure the balance of engagement, particularly with youth and those with lived experience.

Our 16th international Leadership Exchange will take place in June 2024. It will see a continuation of our integration of the mental health and disability areas of work, the inclusion of youth and those with lived experience. It will provide opportunities for learning and the making of connections, many of which will be sustained beyond our week together in Utrecht.

Our Lived Experience Council will be formally established in 2024 and our new Global Leadership Advisory Groups will continue their development and their advisory role.

Stakeholder relations and liaison across governments and voluntary sector organizations remain priority areas. We will ensure our financial position remains robust and we will focus on the demonstration of benefit and added value for our investing countries, regions and organizations. We will work to ensure that the organization remains adaptable, representative, and relevant to the needs of our members. We intend to produce our long-term strategic plan, coupled with our plans for digital development during 2024.

We invite you to participate as fully as you can in the work of our organization. There's much to look forward to and you as our members and partners, investing countries and organizations are integral to the future of the Global Leadership Exchange.



Our Board comprises of professionals with wide-ranging skills and experience. All experts in their field, their shared drive and ambition supports the ethos on which the organization was founded, ensuring it continues to grow – promoting inclusive behaviours that apply to mental health, disability and substance use leaders to ensure we have a diverse leadership group.

Steve Appleton

President and CEO

[View bio](#)

Dr Barbara Disley ONZM

Chair of Board

[View bio](#)

Ruby Moore

Co Vice-Chair of Board

CEO, Georgia Advocacy Office

[View bio](#)

Martin Rogan

Co Vice-Chair of Board

Former Chief Executive, Mental Health Ireland

[View bio](#)

Holly Echo-Hawk

Behavioral Health SME

[View bio](#)

Dr Arthur C Evans Jnr

CEO, American Psychological Association

[View bio](#)

Dr Clenton Farquharson CBE

Chair, Think Local, Act Personal

[View bio](#)

Geoff Huggins

Director for Digital, Scottish Government

[View bio](#)

Dr Sarah Hughes BA MA ProfDoc

CEO, Mind

[View bio](#)

Anne Skordis

General Manager, Market Coordination, National Disability Insurance Agency

[View bio](#)



Acknowledgements

Our work would not be possible without the countries, organizations and people involved in GLE.

We acknowledge and thank our investing countries and regions: Australia, Canada, England, Emilia-Romagna, Northern Ireland, the Netherlands, New Zealand, the Republic of Ireland, Scotland, Slovakia, Sweden, the USA, and Wales.

Sincere thanks to our membership far and wide, who engage with our work, adding value every day, sharing knowledge and experience and their time.

It is important to acknowledge our colleagues at Mental Health Europe, EUCOMS, eMHIC, the College for Behavioral Health Leadership, the World Health Organization, Mindforward Alliance, the Global Mental Health Peer Network, Whāraurau and United for Global Mental Health. It is our privilege to continue to work with and learn from them. Thanks also to our friends and colleagues at RI International, American Psychological Association, McKinsey Health Institute, Rosecrance for their support.

Sincere thanks to our GLAG-D and GLAG-MH chairs past and present for their commitment and wise counsel. Former chairs – GLAG-D, Brian Coffey and GLAG-MH, Robyn Shearer; and current chairs GLAG-D, David Nuttall, and GLAG-MH, Sabien Raams and Stephanie Priest.

Special thanks to our Board for their leadership and direction in shaping GLE as we move forward, and to the team, whose work and dedication is unrelenting – Eddie Bartnik, Aisling Blackmore, Úna Carney, Melanie Davies, Erin Geaney, Dr Michael Kendrick, Kathy Langlois, Sean Russell, Fran Silvestri, Lorna Sullivan, Jory & Co for designing our new brand identity, and the teams at Storm IT and Shahzure Systems for their technology and website expertise.

Thanks also to our Liaisons around the world, all of whom play a crucial role in connecting us to members and leaders in each of our sponsoring areas.