
Board Candidate Bios

Triathlon WA AGM – 21st October 2023

Executive Summary

Triathlon WA is seeking two experienced Board candidates with skills that align with the strategic direction of the organisation and complement the current skills mix of the Board.

Board members contribute to the overall governance activities of the Board, including providing input on the matters of corporate strategy, policy formulation and implementation, Executive Director performance, as well as oversight of the financial performance, risk management and compliance. The Board plays an important role in the continued progression, improvement, and growth of the sport in WA.

The current Board recently completed a skills matrix, and it identified four areas that are of strategic importance for future Board Members to fill in terms of their skills and experience. All Board candidates were asked to identify relevant experience one or more of the following skills:

- Diversity and Inclusion
- Human Resources/People and Culture
- Information Technology
- Legal

In addition to these specific skills, Board Members should have experience within:

- Strategic Planning
- Governance
- Risk Management and
- Financial Management

A call for nominations was circulated Monday 4th September, 45 days prior to the AGM as per the Triathlon WA constitution. Four candidates submitted valid nominations, for two positions, therefore a vote by the members at the Annual General Meeting will be required.

The Board would like to thank current President Brenden Koh for all the work he has done for the organisation over the past 4 years and support his decision to nominate for the Board for another term.

The Board greatly appreciates the interest from all candidates, demonstrating their support of triathlon in Western Australia. Whether elected or appointed to the Board, other roles exist on various Board committees. There are many ways for those interested in the governance of Triathlon WA, to contribute to the sport.

Lastly, the Board would also like to acknowledge and thank the high-quality service of outgoing Board Members Morgan Marsh and John McCann. They have both added significant value across several key priorities of Triathlon WA. We wish them well in their future endeavours and look forward to seeing their continued involvement in the sport.

Attached are the bios of the four candidates, listed alphabetically by surname. We ask the membership to review these candidates ahead of the AGM, where there will be the opportunity to elect two candidates on to the Board of Triathlon WA. Each role is for a two-year term. Members will be able to be able to vote in person or online.

Board Candidates:

Candidate A) Brenden Koh

Diversity and Inclusion Human Resources/People & Culture Information Technology Legal

I am nominating for an additional 2-year term on the TWA Board because of my unwavering commitment to the triathlon community. My previous four years of board experience, including my recent role as President/Chair, has prepared me to provide ongoing governance and strategic leadership. As a dedicated triathlete and former President of the UWA Triathlon Club from 2010-2018, I deeply understand the needs of athletes and clubs, and am a strong advocate for the role clubs play in our sport. I am passionate about fostering growth, inclusivity, providing opportunity for our WA Athletes and sound financial management of the sport. With my skills and experience, and support of the current board, I am poised to play a pivotal role in advancing TWA's vision and goals.

Professionally, I am a senior management leader with over 17 years of experience in roles spanning Risk, Human Resource Management, Operations Management and Health & Safety. I hold a degree in Health Science, Postgraduate Diploma in Occupational Health & Safety, and a Master in Business Administration as well as AICD qualification in Advanced Governance and am currently employed as a Senior Health & Safety Business partner with an ASX100 listed company.

I completed my first Triathlon in 2008, and have been privileged to participate in the Age Group Championships for Australia and have completed the Busselton Ironman and also many other 70.3 races. My other hobbies include rugby, diving, fishing and camping. I am a father of two young girls, and am extremely keen to see this sport continue to develop and flourish in Western Australia for the benefit of all our members.

Candidate B) Steve Norton

Diversity and Inclusion Human Resources/People & Culture Information Technology Legal

I have been involved in all aspects of triathlon at some stage. I started as a spectator and volunteer, then became a very modest athlete, before becoming a triathlon coach and official. I chaired the TWA Technical Reference Panel from 2015-2022 and have previously served on the TWA board from 2014-2019. I believe that I can offer the board my knowledge and experience which I have gathered over the time I have been involved in the sport. I think the main reason though is that I love the sport.

As a Senior Technical Official for both Triathlon Australia and World Triathlon, I believe I bring a skill set that the current board has not possessed for a few years now. Working in an operational background in all races, gives a different perspective from one that is there as an athlete or spectator. I have used this position to make networks, not just around Australia in the triathlon area, but also around the triathlon world. I am one of the mentors for the technical program in Western Australia and Australia and will complete my next level in World Triathlon in just a few weeks in Brisbane.

Professionally, I work for the WA Government, currently with the Department of Water and Environmental Regulation and have completed the Australian Institute of Company Directors course on Governance Foundations for the Not-for-profit Director and the Advanced Governance Course. I hold an Advanced Diploma in Management.

Candidate C) Rebecca Speirs

Diversity and Inclusion Human Resources/People & Culture Information Technology Legal

I'm excited to apply for the role of Board Director with Triathlon WA as I've been an avid triathlete for 20+ years and experienced personal growth from the sport, and it's a way for me to give something back. It's a great leadership development opportunity for me personally and professionally. Being new to Perth, I would love to collaborate with people who are enthusiastic about the sport of Triathlon, in a position where I can bring my energy and enthusiasm to the table, along with the desired skills and experience.

I love all things swim, bike and run and bringing people together for a shared experience. From a technology perspective, I utilise training and planning platforms - Zwift, Strava and Trainingpeaks and have participated in esport competitions, including Zwift racing and an eTri. I moved from NZ recently, where I was a member of Wellington and Tauranga Triathlon clubs and I have competed as an NZ age group rep in triathlon, duathlon and cross tri.

Professionally, I have skills and experience in areas being sought by the Triathlon WA, with over 15 years working predominately in banking and financial services, utilising my digital, product and project, business analysis and leadership skills. My qualifications include: Chartered IT Professional, Certified in Agile Team Facilitation and Product & Project Management.

Candidate D) Alana Zelones

Diversity and Inclusion Human Resources/People & Culture Information Technology Legal

I have been involved with Triathlon now for nearly 20 years as a participant in entry level events through to Half Ironman. I've also been a volunteer and have transformed my life as a result of this sport. I embrace the pursuit of a healthy lifestyle and excellence and I have benefited from the inclusivity offered by the sport, especially the mantra of Ironman being "Anything is Possible" and Triathlon WA being "Find your unstoppable". I have extensively developed skills in the People and Operations space and would love to utilise these skills to contribute to a sport I embrace.

I am Bachelor Degree qualified in HR and Management. In my current role as Group Executive Director: People & WA/SA/NT Operations for Acumentis (ASX:ACU) I am a member of the Board People & Culture Committee (Nom & Rem). My exposure to Corporate Governance has been broad given my past 2 years involvement on this subcommittee. As a woman I also will also assist in meeting the DLGSC Women in Leadership Targets.

Other aspects of my professional work that would support the direction of Triathlon WA, include being responsible for our company's Diversity and Inclusion Strategy, chairing the Reconciliation Working Group and experience on the Business Risk Committee, including WHS Risk. Whilst primarily working in the HR and People and Culture sphere, I have implemented IT systems, been involved with mergers and acquisitions and am well versed in legal terms and practises.