

MANAGEMENT ACCELERATION PROGRAM



MANAGEMENT FOUNDATIONS

Delegates strengthen their management skills as well as personal and professional growth by challenging ideas and developing competencies that are essential for improving the business of council into the future.



MENTORING FROM LEADERS

Participants are matched with a mentor, a senior leader from within the sector, allowing for shared thought and discussion, as well as experience building through job shadowing and knowledge sharing.



THOUGHT LEADERSHIP

Guest presenters include industry specialists and content experts from outside of the sector, to share ideas and add new perspectives, enhancing the learning outcomes for delegates.

The Management Acceleration Program is a learning opportunity for managers within local government to build on their existing management and leadership knowledge and expand their professional network.

The program runs over ten months and includes in classroom days, online coaching sessions and involves a range of speakers and presenters from the industry and professional bodies.

The content focuses on accelerated management development, an enhanced understanding of local government as a sector and personal career development.



Local Government
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www.lgp.org.uk

The Program

IN CLASSROOM DAYS

Each of the classroom days will be practical, informal and participative, providing a rich and stimulating learning experience. Delegates will experience fresh, innovative thinking, participate in group discussion and learn new skills and techniques which can be immediately practiced back in the workplace.

COACHING

Delegates will be invited to take part in online coaching to talk about their experience and success in implementing learnings back in council.

GUEST PRESENTERS

To enhance the learning experience and bring fresh perspectives to the conversation, a range of guest speakers will participate in the program, either during the classroom days or via webinar.

PEER THINKING

An essential element of this program is the opportunity for delegates to learn and share from each other. We encourage open dialogue and debate during the sessions and support delegates providing guidance and support in their roles back at council.

To further promote networking and open dialogue, delegates will have the opportunity to dine together following select classroom days. The dinners provide an excellent opportunity to develop deeper connections with fellow delegates. Details on the dinners will be discussed with delegates at the classroom sessions and at delegates own expense.

MENTORS

Mentors play an invaluable role in the program and each delegate will be matched with a mentor for the duration of the program.

The mentoring relationship allows for sharing thoughts and discussions around topics to help further explore the learning material. Mentors are chosen from all areas of council and will be more senior than the participant to ensure they are challenged and supported in equal measure.

Delegates are expected to meet with their mentor, either in person or via remote means, on a monthly basis to gain the most benefit from the relationship.

COUNCIL VISITS

Participants will also visit their mentor for an in council familiarisation. The value of this day is that it allows the participant to observe how another council operates and highlight differences and points of interest.

Relationships, processes, projects and networking habits that are often not articulated in a conversation as the difference between councils are not always obvious. This visit invites a range of discussion topics between the mentor and mentee, and the participants when they reconvene.

PARTICIPANT COMMITMENT

Participants must commit to the following:

- Completion of the application form
- Attendance at the five learning days
- Attendance at the online group coaching sessions
- Approximately two to four hours per month in discussions with their mentor
- One day visiting their mentor's council

COUNCIL BENEFITS

Inspiring experienced leaders provide a platform for growth and ideas. Allowing for exposure to other council's initiatives, projects and challenges allows for managers to expand their knowledge without changing employment. Council benefit from an injection of curated ideas and continued engagement of their experienced leaders.

HOW TO APPLY

As places in this popular program are limited, participants are determined through an application process. To be considered please download and submit the application form available on our website. Alternatively, contact our office directly on the below listed contact details.

Places will be offered to successful participants allowing ample time to coordinate work commitments and travel requirements.

MEMBERSHIP

LG Professionals, NSW is pleased to be able to offer a special program and membership offer*.

Register for the Management Acceleration Program at the non-member rate and we will include LG Professionals, NSW membership as part of the program.

Your membership will provide you with access to industry networks, opportunities to advocate and represent your sector, peer support, member only benefits, information and communications such as newsletters and member portals.

*This offer applies to new members and is not available to existing or past LG Professionals, NSW members. Additionally documentation is required to be completed and approved prior to activation of your membership.



I really valued the opportunity to build relationships through the program that supported open discussion. The challenges that local governments are faced and will face in the future requires resilient people. I felt that through the group discussions with other participants, my mentor and the guest speakers and facilitator, I was able to enhance my perspective on the challenges and changes required.

Amy Foxe, Sutherland Shire Council

Local Government Capability Framework

The capability framework provides clear expectations about performance and behaviour for all people working in local government. Clarifying expectations for behaviour and attitudes, creates a desirable culture and best practise across all councils for both employees and elected members.

Additional information can be found at: <https://www.lgnsw.org.au/key-initiatives/capability-framework>

Participants who complete the Management Acceleration Program will fulfil the requirements of the Adept Descriptor Level as detailed within. The Advanced Descriptor level is aimed at experienced Managers who wish to respectfully challenge and improve ideas.

Personal Attributes	Manage self
	Displays resilience and adaptability
	Act with integrity
Relationships	Demonstrate accountability
	Communicate and engage
	Community and customer focus
	Work collaboratively
Results	Influence and negotiate
	Plan and prioritise
	Think and solve problems
Workforce Leadership	Create and innovate
	Inspire direction and purpose
	Lead and manage change

APPLICATION CLOSE DATE

Applications to participate in the 2020 course must be received by 04 February 2020 so they can be assessed for suitability and mentor matching.

PROGRAM DATES

04 February	Participants notified of acceptance onto the course and sent information for HBDI
10 February	HBDI completed
18 February	In-class learning day
31 March	Online coaching day
10 June	In-class learning day
11 June	In-class learning day
04 August	Online coaching day
08 September	In-class learning day
09 September	In-class learning day
04 November	Graduation and Dinner

INVESTMENT

Member: \$3,000.00

Non Member: \$3,900.00

GST Inclusive

CONTACT

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Learning and Development Coordinator

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Terms and Conditions

ELIGIBILITY

Registration for training courses and programs is open to Local Government Professionals Australia, NSW members, council employees.

CANCELLATION POLICY

This program is run on a cost recovery basis. No refund will be available for cancellations or non-attendance. If for any reason a registered delegate is unable to attend, please arrange for another council colleague to take their place. No staff transfers are available after the commencement of the program.

Full terms and conditions are available on the LG Professionals, NSW website.

