



LGP_{PRO} 2018 MASTERING MANAGEMENT

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A DEVELOPMENT PROGRAM
FOR MANAGERS IN LOCAL GOVERNMENT IN VICTORIA

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THE PROGRAM

Managers in Local Government face the challenge of working in an increasingly complex, ambiguous, fast-paced and dynamic environment. The successful leaders of the future recognise that their skills and mindset need to evolve from a Stability attitude to an Agility attitude. The LGPro Mastering Management Program equips managers for the new future that is upon us now. Traditional contemporary leadership programs equip managers for what has been.

Since 2013 the LGPro Mastering Management Program has been successfully equipping forward-thinking managers with the skills, knowledge and mindset to lead with the confidence and capability to effectively manage the uncertainty, complexity and competing agendas in the Local Government sector.

This highly engaging program sets out to improve the awareness and management capability of participants with a focus on three core development areas:

- **Developing Personal Excellence**
- **Developing your People**
- **Managing in Local Government**

With this focus the program enables participants to broaden their governance and relationship management skills outside of their technical expertise in a safe and supportive learning environment.

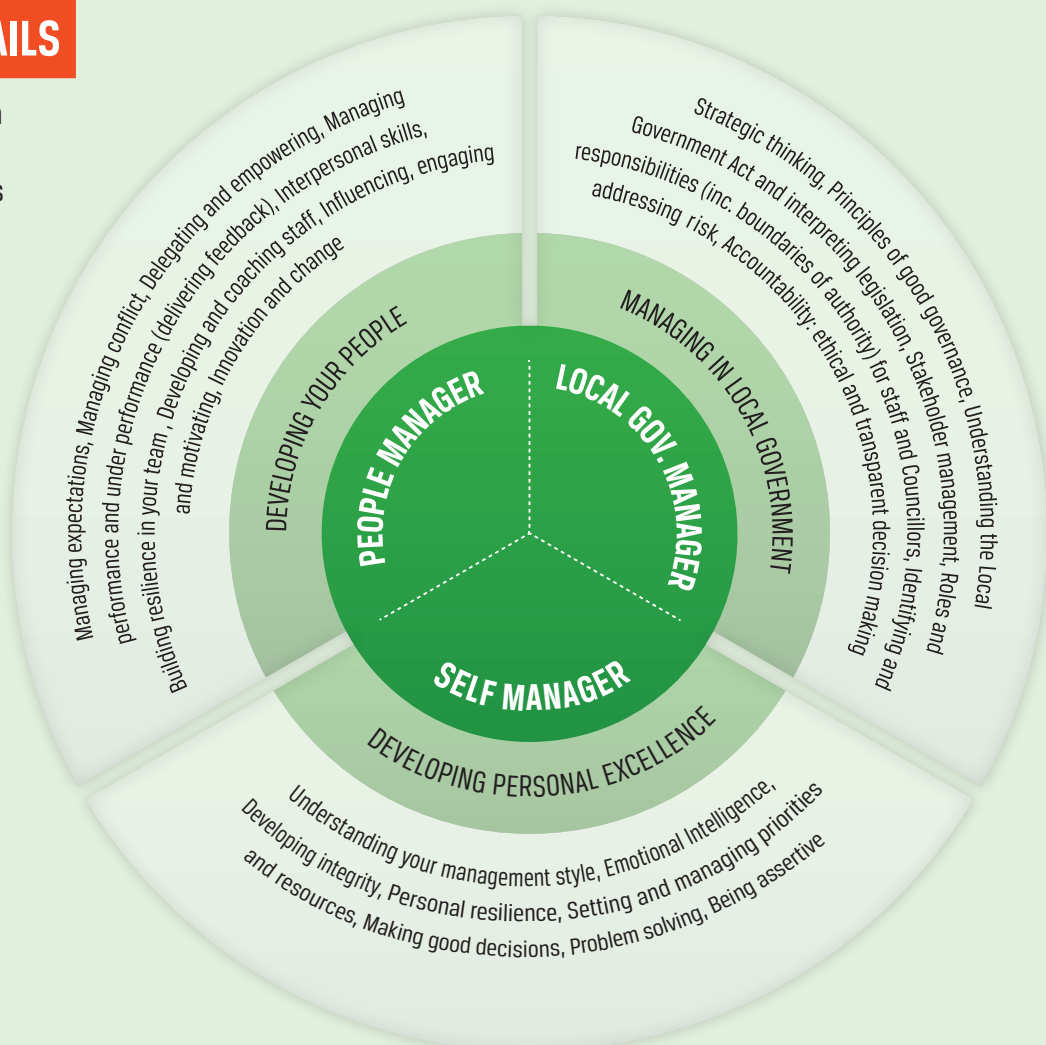
A SECTOR RELEVANT APPROACH

LGPro has developed the Mastering Management Program in close consultation with managers from different levels and locations and from a diversity of areas in Local Government. Human resources professionals from across the sector and leading experts have also had significant input into the development of the program.

The LGPro Mastering Management Program is informed by the results of the LGPro Manager Development Survey (December 2011) which was undertaken with the view to determine the skills, traits, knowledge and experience required to be a successful manager in Local Government in Victoria. The excellent level of response to this survey showed that a program such as this was highly valued and would be well supported by the sector.

MODULE DETAILS

Participants will grow in awareness, knowledge and competence across the three core development areas as follows:



KEY PROGRAM FEATURES

Key elements of the LGPro Mastering Management Program include:

- A series of workshops (six full day workshops plus two half day sessions) delivered at intervals over a six month period in order to reinforce learning when back on the job.
- An overnight residential experience.
- Two, one hour coaching sessions in which participants will benefit from the one-on-one guidance of a qualified coach.
- An action learning lab in which personal goals and objectives are identified and woven through the program.
- Guest contributors and 'fireside conversations' with senior managers and executives from across the sector.
- Motivational and engagement diagnostics.
- A sector- relevant action learning group project.
- Self reflection points built into the program.
- The opportunity to develop a collegiate network with peers from across the sector.

PROGRAM STRUCTURE

Participants are expected to actively participate in all modules of the program and undertake all learning activities associated with the program model. A summary of the program structure is outlined below:

PRE PROGRAM WORK	INTRODUCTORY SESSION (3 HOUR SESSION)	DAY 1 & DAY 2 (OVERNIGHT RESIDENTIAL)	ONE ON ONE COACHING	DAYS 3-5 (3 SEPARATE DAYS)	INTER MODULE WORK	DAY 6 (FULL DAY WORKSHOP)	ONE ON ONE COACHING	CLOSING SESSION (HALF DAY PLUS DINNER)
	PROGRAM OVERVIEW GROUP FORMING PERSONAL OBJECTIVES DIAGNOSTIC TOOLS	MODULE: 1 DEVELOPING PERSONAL EXCELLENCE		MODULE: 2 DEVELOPING YOUR PEOPLE		MODULE: 3 MANAGING IN LOCAL GOVERNMENT		PROGRAM REVIEW CELEBRATION

PROGRAM OUTCOMES FOR PARTICIPANTS

- Increased confidence and capability as a manager of a team and a leader of change.
- Increased personal awareness and resilience and the ability to build resilience in others.
- Strengthened leadership skills to inspire, engage and influence others and to facilitate and manage change.
- The ability to see connections between issues, events and data – seeing the whole rather than its parts.
- An ability to coach and develop self and others.
- Increased value of diverse views.
- Greater self understanding that fosters confidence and clarity in decision-making and performance management.
- Greater ability to give and receive feedback.
- Broadened appreciation for Local Government process and governance.
- Increased skills and knowledge of how to interact effectively to achieve results.
- Increased awareness of context and more highly developed political acumen.
- Enhanced strategic thinking to work successfully within Local Government.

PARTICIPANT PROFILE

- Individuals in a third level manager position.
- People managers who need a deeper understanding of what drives individual behaviour.
- Managers who want to improve their communication and coaching skills to produce results.
- Leaders who are looking to improve their managerial competencies.
- Managers wanting to sharpen their skills.
- Technical managers seeking a greater understanding of the 'how' and 'people' management skill requirements outside of their technical expertise.
- Managers new to the Local Government sector.

PROGRAM COSTS

SMALL COUNCIL	MEDIUM COUNCIL	LARGE COUNCIL
\$4,420*	\$5,190*	\$5,405*

**Prices inclusive of GST*

To confirm your Council's classification please go to <http://lgpro.com/programs/mastering-management-program>

Costs include attendance at all workshops, all course materials, residential expenses (meals and one night's accommodation) and coaching sessions.

GENERAL INFORMATION

REGISTRATION

Complete the attached registration form and email to pd@lgpro.com. Registrations forms are also available at www.lgpro.com

Following receipt of your registration, an information pack will be sent to you comprising a confirmation letter, venue information and any relevant pre-work in preparation for the program commencement.

PROGRAM CHANGES

We reserve the right to defer, amend or cancel the program.

CANCELLATIONS

LGPro is a member, not for profit association and all money generated is used to develop quality professional development activities and services. Our events and programs are budgeted on a minimum number of attendees so providing us with sufficient notice regarding non-attendance is imperative to the success of all of our events. The following will apply for any cancellations:

- More than 14 days prior to commencement of program – full refund of amount or a credit towards another event/program
- 7-14 days prior – 50% refund
- 1-7 days prior – no refund

A substitute delegate is welcome to attend. All cancellations and substitutes must be received in writing by LGPro.

For more information regarding the LGPro Mastering Management Program, please contact LGPro on (03) 9268 6400 or email pd@lgpro.com