



# EXECUTIVE LEADERSHIP PROGRAM PROSPECTUS 2027

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**LGPRO'S FLAGSHIP PROGRAM  
DESIGNED EXCLUSIVELY FOR  
SENIOR EXECUTIVES IN  
LOCAL GOVERNMENT**

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Supporting Chief Executive Officers and  
Directors to become confident,  
capable leaders since 2008.

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*Program commences 11 February 2027  
Nominations close 12 November 2026*

W&CO SEARCH

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**LGPro is the member association  
and leading voice for people working  
in local government in Victoria,  
providing leadership, professional  
development, and representation in  
the pursuit of excellence.**

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## Leaders in leadership development

LGPro has an intimate understanding of the local government operating environment as the peak body for people working within it, run by and for the sector.

Years of experience have been built into the high quality and genuine value in our best-in-class leadership development, built for the sector by the organisation most trusted by it.

These programs are facilitated by experienced professionals who have worked in or directly with Victorian local government – people who understand your role and your organisation.

A long history of quality and partnering with established, expert trainers and consultants from across Victoria has enabled LGPro to deliver industry leading learning and development that harnesses this collective knowledge to support our people.

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## President's foreword

**One of the things I've always appreciated about local government is that no two leadership journeys look quite the same.**

Some people arrive in executive roles after decades in a particular discipline. Others have worked across multiple councils, portfolios or sectors before stepping into senior leadership. The paths are different, but the challenges that come with executive leadership are often surprisingly similar.

It's a role that asks a lot of people. Balancing organisational performance, community expectations, workforce challenges, financial pressures and long-term strategy is no small task, particularly in a sector that continues to evolve at a rapid pace.

That's why there's real value in creating space for senior leaders to learn from one another.

LGPro's Executive Leadership Program (XLP) has been designed specifically with that in mind. Developed by senior local government leaders for senior local government leaders, it focuses on the realities of executive leadership in our sector rather than generic leadership theory.

What makes programs like this valuable isn't just the content. It's the opportunity to connect with peers who understand the complexity of the decisions you're making, the environments you're working in, and the expectations you're balancing every day.

The best executive development combines contemporary thinking with practical experience, and that's exactly what XLP is designed to do. It gives participants the opportunity to strengthen their leadership capability, challenge their thinking, and build confidence in navigating the increasingly complex environment senior leaders are operating within.

Local government has never faced a shortage of complex issues to solve. But one of the sector's greatest strengths continues to be its willingness to share knowledge and back one another along the way.

By continuing to invest in the development of our senior leaders, we're investing in stronger organisations, a stronger sector, and ultimately better outcomes for the communities we serve.

**Sue Wilkinson**  
**President**  
**Local Government Professionals Inc.**

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## **16 years of executive leadership excellence**

**Great leadership does not happen by accident. It is developed through experience, challenge, reflection, and learning from those who have walked the path before.**

The Executive Leadership Program (XLP) was created in response to a significant challenge confronting Victoria's local government sector. In 2008, LGPro identified a worrying trend: many Chief Executive Officers were leaving the sector after relatively short tenures with similar patterns emerging among Directors. The implications were clear - without a stronger pipeline of prepared, capable executives, councils risked losing valuable leadership capability, organisational knowledge, and future succession opportunities.

Rather than relying on assumptions, LGPro undertook one of the most comprehensive studies of executive leadership development ever conducted within the sector. More than 300 CEOs and Directors contributed to research examining leadership pathways, succession planning, executive capabilities, professional development needs, and the experiences of current and aspiring senior leaders.

### **What the research told us**

The findings were unequivocal: success in executive leadership required more than technical expertise or operational experience. Future CEOs and Directors needed opportunities to develop strategic thinking, political acumen, organisational leadership, adaptability, and the confidence to lead through complexity and change.

Equally important was access to trusted peer networks and the insights of experienced leaders who understood the unique challenges of local government.

From this research, the Executive Leadership Program was born.

### **The impact**

Over the past 16 years, XLP has become the sector's flagship executive development program, helping shape the current and next generation of leaders across Victorian local government. More than 350 senior leaders have completed the program, many progressing into more senior executive leadership roles across the state. Their success has helped establish XLP as a trusted pathway for leaders seeking to broaden their impact and prepare for greater organisational responsibility.

The strength of XLP lies in its evidence-based design and its connection to the realities of local government leadership. The program combines contemporary leadership theory with practical learning drawn directly from the experiences of serving CEOs, Directors, and recognised sector experts. Participants gain access to insights that cannot be learned from textbooks alone, developing the capability to navigate complex stakeholder environments, lead high-performing organisations, and respond confidently to emerging challenges.

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## 16 years of evolution

The program continues to evolve alongside the sector. To reflect the changing priorities, challenges, and opportunities facing leaders, LGPro maintains ongoing consultation with current and former executives, sector experts, governance specialists, and leading education professionals. This collaborative approach ensures the curriculum remains relevant, practical, and aligned with contemporary leadership expectations.

These insights, together with the findings from research like LGPro's exploration of Victoria's Future Local Government Workforce, have most recently informed a refreshed curriculum focused on resilience, systems thinking, adaptive leadership, and leading in an increasingly uncertain environment.

In 2027, XLP celebrates its 16th year as Victoria's premier executive leadership development program for local government. More than a professional development opportunity, it is an investment in the future of the sector.

## Investment in your leadership

Participants join a community of accomplished leaders, gain access to invaluable executive networks, and develop the skills, perspectives, and confidence needed to lead their organisations and communities through the challenges and opportunities ahead.

For those aspiring to the next tier of executive leadership or seeking to strengthen their effectiveness in current executive roles, XLP offers something unique: the opportunity to learn from the sector's most experienced leaders, alongside peers facing similar challenges, within a program shaped by almost two decades of evidence, experience, and proven outcomes.

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## Why XLP

Executive leadership in local government presents both significant challenges and exceptional opportunities. Today's leaders must navigate competing community expectations, organisational transformation, governance responsibilities, and evolving workforce dynamics, while continuing to deliver outcomes that create lasting value for their communities.

LGPro's Executive Leadership Program is the premier leadership development program for senior executive leaders in local government aspiring to the highest levels of sector leadership.

Designed specifically for the unique demands of local government, the program equips participants with the strategic capability, leadership confidence, and practical skills required to lead effectively in an increasingly complex and rapidly changing environment. Through contemporary leadership development and peer learning, participants gain practical insights that enhance their effectiveness as executive leaders.

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## How XLP works

The Executive Leadership Program is delivered over six months, providing participants with a structured and immersive learning experience that supports the practical application of new knowledge and skills in the workplace.

The program includes:

- **Three residential learning modules**, each delivered as a two-day, overnight experience focused on:
  - Governance
  - People Leadership
  - Strategic Foresight
- **Four facilitated virtual learning sessions** held between modules, enabling participants to maintain momentum, share experiences, and deepen their learning.
- **Mentoring**, where participants are carefully matched with experienced leaders from outside the local government sector to broaden perspectives and enhance leadership capability. These mentors provide guidance, challenge, and real-world leadership insights.

### Learning approach

The Executive Leadership Program is founded on the principle that leadership development is most effective when learning is active, collaborative, and reflective.

Participants contribute their own expertise and experience, creating a dynamic environment in which knowledge is shared, challenged, and co-created among peers.

Rather than simply receiving information, participants are encouraged to engage deeply with contemporary leadership concepts and apply them to their own organisational context.

A strong emphasis is placed on self-reflection throughout the program. Guided reflection activities enable participants to examine their leadership style, values, assumptions, and behaviours, while exploring opportunities for personal and professional growth.

Participants are encouraged to apply their learning throughout the program, drawing on peer insights, mentoring relationships, and reflective practice to strengthen their leadership effectiveness.

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## Our expert contributors

### Program Lead Facilitator, Chris Kotur AM

Chris Kotur has a unique relationship with the local government sector as she works with both council officers and councillors on governance issues and leadership development.

Chris has most recently been working closely with both council staff and councillors across the state on inductions, reviews, and on training as the next planning cycle begins. By mid-2025, she had already worked with over 220 councillors and numerous senior leaders across Victoria.

Chris was appointed a Member of the Order of Australia in 2024 for her contribution to education and in recognition of her commitment and services to Victorian communities.

Chris has had the unique experience of working closely with three Royal Commissions - the Bushfires Royal Commission, the Royal Commission into Family Violence, and the Royal Commission into Victoria's Mental Health System.

She has also worked closely with major state inquiries including government reviews of emergency events (Hazelwood Mine Fire Inquiries, Flood Review) and the trial of the Medically Supervised Injecting Room.

After working closely with Victoria's major Inquiries – from initial consultations with over 8,000 Victorians through to supporting organisations and agencies implementing over 600 recommendations – Chris has developed unique understanding and insights into the adaptive challenges required as everyone working in this sector tries to meet complex, rapidly moving, and unpredictable changes.

Chris has had a distinguished career in senior executive roles, including as a chief executive, Pro Vice Chancellor, and as a board member, director, and trustee.

#### Module Presenters in previous programs have included:

- Professor John Thwaites, Chair, Monash Sustainability Institute, Monash University and Deputy Premier of Victoria 1999-2007
- The Hon. Martin Foley, former Minister for Health
- Dr Louise Mahler
- Dr Lindsay Eades, Centre for Positive Psychology, University of Melbourne
- Dr Simon Longstaff, The Ethics Centre
- Mark Hayes, Partner, Maddocks Lawyers
- Dr Craig Hassed, Senior Lecturer at the Department of General Practice, Monash University
- Dr Jen Frahm, Organisational Development and Change Leader
- Simon Waller, Futurist

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## 2027 Schedule

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|------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| <b>11 &amp; 12 February</b><br>10am Thursday –<br>1pm Friday                       | <b>Introductory Forum</b><br>Provide an overview the program with a specific focus on what participants want to achieve, discuss roles, expectations and contributions and to meet the program participants to begin important leadership conversations.                                                                                                                                                                                                                                                                                                                                     | <b>In-person</b> |
| <b>25 February</b><br>9.30am – 10.30am                                             | <b>Establishing the mentoring relationship</b><br>To prepare participants for establishing a meaningful mentoring relationship.                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Virtual</b>   |
| <b>18 &amp; 19 March</b><br>(2 day residential)<br>9.30am Thursday –<br>3pm Friday | <b>People Module</b><br>This module is about developing greater self-awareness and insight into the art and science of positive leadership at all levels of the organisation and within the communities we serve.<br><br>Key themes:<br><ul style="list-style-type: none"> <li>• Managing culture in an organisational context</li> <li>• Establishing a values-based mindset</li> <li>• Leading people through change</li> <li>• Wellbeing science and leadership</li> <li>• Increasing empowerment in your team</li> <li>• Thought leadership and adaptability in organisations</li> </ul> | <b>In-person</b> |
| <b>Date: TBC</b><br>9.15am – 10.15am                                               | <b>Change group coaching</b><br>First of two follow up group coaching sessions with facilitator Dr Jen Frahn (facilitator for People Module).                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Virtual</b>   |
| <b>Date: TBC</b><br>9.15am – 10.15am                                               | <b>Change group coaching</b><br>Second follow up group coaching session with facilitator Dr Jen Frahn.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Virtual</b>   |
| <b>22 April</b><br>From 1pm<br>onwards                                             | <b>Experiential site visit</b><br>A site visit to a relevant location to broaden thinking, provide unique insights, tangible examples and to provide an up-close experience.<br><br><b>Mentor session and dinner</b><br>An opportunity to bring together our mentors to explore mentoring and leadership from a different perspective.                                                                                                                                                                                                                                                       | <b>In-person</b> |
| <b>29 May</b><br>3.30pm – 4.45pm                                                   | <b>Leadership insights</b><br>An opportunity to expose the participants to new perspectives & experiences with leaders outside the Victorian Local Government sector.                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Virtual</b>   |

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|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| <b>13 &amp; 14 May</b><br><b>(2 day residential)</b><br><b>9.30am Thursday –</b><br><b>3pm Friday</b>  | <b>Governance Module</b><br><p>This module aims to provide an appreciation of the role and responsibility of senior officers in developing and delivering the highest possible standards of governance in Local Government within an ethical framework.</p> <p>Key themes:</p> <ul style="list-style-type: none"> <li>• Ethical leadership and decision making</li> <li>• Governance and Integrity essentials: Systems and processes</li> <li>• Governance framework – understanding the boundaries</li> <li>• New Democracy and its unique characteristics</li> <li>• Beyond compliance – developing a governance and public transparency culture.</li> </ul> | <b>In-person</b> |
| <b>10 &amp; 11 June</b><br><b>(2 day residential)</b><br><b>9.30am Thursday –</b><br><b>3pm Friday</b> | <b>Strategy Module</b><br><p>This module is about cultivating a strategic mindset to engage thinking and planning that goes beyond the here and now and the operational.</p> <p>Key themes:</p> <ul style="list-style-type: none"> <li>• Entrepreneurship and innovation</li> <li>• Adaptive mindset</li> <li>• Evidence-based management</li> <li>• Critical thinking and problem solving</li> <li>• Driving strategic results</li> </ul>                                                                                                                                                                                                                     | <b>In-person</b> |
| <b>15 July</b><br><b>9.15am – 10.30am</b>                                                              | <b>Leadership Insights</b><br><p>An opportunity to expose the participants to new perspectives and experiences with leaders outside the Victorian Local Government sector.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>Virtual</b>   |
| <b>29 July</b><br><b>from 12.30pm</b><br><b>including</b><br><b>celebratory dinner</b>                 | <b>Closing Forum</b><br><p>Reflections, takeaways, planning your future and strategies to get there.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>In-person</b> |

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## Nomination

### Eligibility

XLP is primarily designed for Directors/General Managers and Chief Executive Officers. The content and learning outcomes are targeted to those who are currently undertaking senior executive leadership responsibilities.

Nominations from experienced third-level Managers who have successfully undertaken Acting Director/General Manager roles and are ready to transition into a second-level senior executive role will be considered. However, priority will be given to nominees currently serving in Director/General Manager roles and above, reflecting the program's focus on senior executive leadership development.

Your council must be a financial **Council Subscriber** to access this LGPro program.

### Fees

The cost per participant, as outlined below, is based on **council classification by size.**

2027 fees cover attendance associated with all scheduled sessions including four two-day residentials, site visit, mentor dinner, virtual sessions, closing forum and dinner, all learning materials, and a Professional Membership with LGPro.

|                |                           |
|----------------|---------------------------|
| <b>Small:</b>  | <b>\$9,440 incl. GST</b>  |
| <b>Medium:</b> | <b>\$11,060 incl. GST</b> |
| <b>Large:</b>  | <b>\$11,870 incl. GST</b> |

Full terms and conditions including the Cancellation Policy can be found at **LGPro.com**.

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## How to nominate

Acceptance into the XLP is by nomination only and must be endorsed by your council CEO.

**Nominations for the 2027 program are open from 8 October to 12 November 2026.**

[NOMINATE HERE](#)

## We're here to support you

For further information, contact [info@lgpro.com](mailto:info@lgpro.com) or phone **(03) 9268 6400**.

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