

2012 LGMA Management Challenge

# the temperature is rising

Are you ready for  
the challenge?

For 20 years councils from all over Australia and New Zealand have regarded the LGMA Management Challenge as Australasia's premier forum for current and emerging local government leaders for its hands-on and real-life approach to leadership development.

*“The challenge gives you a sense of satisfaction that, at the end of the day, you have worked well with your team and gained experiences that you can take away and build on.”*

*Pictured: 2011 Australasian final winners –  
City of Charles Sturt*



# Introduction

The LGMA Management Challenge is a sophisticated development program that is designed to develop new and improved skills in effective team processes, issue resolution and situational leadership for all team members. For nearly 20 years, councils from all over Australia and New Zealand have voted the LGMA Management Challenge as Australasia's premier forum for current and emerging local government leaders.

It is also good fun, great value and a hands-on approach to leadership development that translates into relevant, tangible and enduring benefits for your people, teams and organisation.

Everyone who participates in the challenge – from experienced managers to emerging leaders, comes away with new and practical insights into excellence in leadership and management.

Attract and retain staff

Improve organisational culture

Promote team-work

Develop new and sustainable management skills

Break down silos

Grow inter-departmental relationships

Build capacity

*“The challenge was a great experience. I learned a lot and enjoyed the sense of competition.”*

2011 Australasian final winners  
– City of Charles Sturt

# About the Challenge

Each year the challenge is built around several core leadership competencies including:

- Negotiation skills
- Leadership
- Interpersonal and communication skills
- Planning and project management
- Advocacy and influencing
- Interpretation and analysis skills
- Culture, ethics and values; and
- Financial awareness.

With the aid of an in-house mentor and detailed preparation kit, teams of five or six members from any level of local government undertake tasks that typify management in a local government environment alongside other participating councils.

The challenge day – referred to as regional finals - is held each year in all capital cities in Australia and New Zealand\* and some regional centres.

Detailed and targeted reports from professional facilitators and observers provide the basis for debriefing and application of learning outcomes to the workplace. The team also receives a personal debrief from the facilitator at the conclusion of the challenge day.

The best performed teams in each state and New Zealand go onto compete in the Australasian final which will be held in Melbourne in June 2012.

*\*New Zealand regional finals are usually held in Auckland, Wellington and Christchurch.*



## Who should enter?

**Everyone!** Thousands of local government employees from all levels have honed their personal and team competencies through the LGMA Management Challenge.

## Too small?

## Too far away?

## Probably not!

If you are a metropolitan, regional or rural council and find it difficult to muster a team of five or six then why not join up with a neighbouring council to form a composite team.

Download our helping hand information for composite teams from [www.lgma.org.au](http://www.lgma.org.au). Plus, if you are a rural council serving a population of less than 20,000 people, a \$750 subsidy may be available (not applicable in New Zealand).

*“The challenge was a wonderful opportunity for us to gain knowledge of local government from a leadership perspective; it develops leaders, encourages teamwork, builds self-confidence and improves knowledge of how local government works.”*

## Take the Challenge to a graduate degree

Over the past two years the Australian Centre of Excellence for Local Government (ACELG) has worked with LGMA National and LGMA State Divisions to make major improvements to the content and delivery of the Challenge program. In 2012 this will culminate in the Challenge becoming an optional subject in the Certificate in Local Government Leadership being rolled out nationally by ACELG with its LGMA and university partners. The Graduate Certificate complements existing LGMA professional development programs as part of ACELG's Advancing Leadership Partnership. It opens up new pathways into university postgraduate study, leading to higher qualifications in local government and management.

### Getting Started

*Download “getting started” from [www.lgma.org.au](http://www.lgma.org.au) and follow the management challenge links. This will give you a good understanding of how the challenge works and what it delivers plus some good tips on forming teams and choosing a mentor.*

*“The challenge is a very well organised event that encourages and stretches individuals and teams to work effectively together and achieve greater levels of efficiency than thought possible.”*



## Enter here

Register online at [www.lgma.org.au](http://www.lgma.org.au) by 17 December to attract the early bird fee. Enter your contact details and an acknowledgement will be forwarded with further instructions. Entries made after 17th December will attract a higher fee.

On confirmation of your entry, an invoice and all the information you need to get started will be provided.

### Contact details

#### Australia

Email: [national@lgma.org.au](mailto:national@lgma.org.au)  
Phone: (03) 9682 9222

#### New Zealand

Email: [info@solgm.org.nz](mailto:info@solgm.org.nz)  
Phone: (04) 978 1280

## Cancellations

Even after you enter you can withdraw your team if necessary (or substitute members). As we arrange personnel and venues according to team entries, a cancellation fee will apply as follows:

- After 31 January: 25% of fee
- After 28 February: 50% of fee

FIND OUT MORE [www.lgma.org.au](http://www.lgma.org.au)



MANAGEMENT  
*Challenge*



## Challenge Dates:

All regional finals are one-day events held during the period of 19 – 23 March 2012. Your state division and SOLGM will advise of specific details. The Australasian final will be held in Melbourne on 21 and 22 June 2012.

## Entry fees

The early bird entry fee is A\$4,100 (GST incl) per team and NZ \$4,583.

The fee for teams entered after 17th December 2011 is A\$4,700 (GST incl) per team or NZ \$4,583. No entry fee applies for finalists taking part in the Australasian final. Rural Australian councils may be entitled to a subsidy. Read about this, composite teams, conditions of entry and other aspects of the challenge in the 'getting started kit' on-line at [www.lgma.org.au](http://www.lgma.org.au).

## Facilitation

Professional consultants will design and produce the 2012 LGMA Management Challenge. State/New Zealand events will be delivered by professional facilitators and observation personnel.

## Keeping it LOCAL

Subject to team entries, at least one challenge event will be held in every state capital in Australia, and both islands in New Zealand.

