



A U S T R A L A S I A N
Management
Challenge
2018



'The Australasian Management Challenge was one of the most challenging, exciting, and interesting periods of our team member's careers so far. As an experience this is no walk in the park, but it is an opportunity to learn, to grow, to collaborate, to negotiate, to step outside your comfort zone, and to have lots of fun.'

The team learnt lots about themselves, other areas of our organisation, and got to work with motivated and interesting people from both our organisation and others across New Zealand and Australia.

If you want to learn new skills, be challenged, and get a real

understanding about the bigger picture, then be courageous and join in.'

Radleigh Cairns – Pollution Prevention Officer, City Waters, Tauranga City Council

What is the Australasian Management Challenge?



THE AUSTRALASIAN MANAGEMENT CHALLENGE HAS BEEN AT THE FOREFRONT OF PROFESSIONAL DEVELOPMENT IN LOCAL GOVERNMENT IN AUSTRALIA AND NEW ZEALAND FOR MORE THAN 25 YEARS.

In that time, many thousands of local government professionals have been given the opportunity to participate, grow, be challenged and learn alongside their team members and peers. Many have subsequently gone on to senior management roles.

MANAGEMENT CHALLENGE DAY

The Management Challenge is a simulation-based team building, learning and networking program using real local government themes – the types of issues that a senior management team in a council would most likely face.

The teams are challenged to respond to a series of tasks in a unique one-day, fast paced, “pressure cooker” environment. Some tasks will require written responses (such as a council report or recommendation document), some will take the form of role plays or presentations and the teams are also scored on observations of how well they display energy, synergy, effectiveness and creative thinking.

It provides an opportunity for team members to develop their skills and become more effective in the way they:



LEAD



THINK



COMMUNICATE



NEGOTIATE



DECIDE



ANALYSE



ENGAGE

BEFORE THE CHALLENGE DAY

With the aid of an in-house mentor and detailed preparation kit, teams spend time together in the weeks preceding the Management Challenge to develop their skills, get to know each other's strengths and weaknesses and develop processes and strategies for the Challenge Day.

There is a real-world based “Pre-Challenge Task” that encourages teams to work together on a meaningful project prior to the Challenge Day. In 2017, a large percentage of these “Pre-Challenge Task Projects” actually received council support and funding and went on to be delivered as real community projects.

POST-CHALLENGE

Detailed debriefs and feedback on overall performance and achievement on specific tasks, from professional facilitators, provide the basis for application of learning outcomes to the workplace.

Tasks are scored by experienced markers and observers and the winner earns the coveted title of Regional Management Challenge winner - and goes on to participate in the National Final held in conjunction with the LG Professionals National Congress.

Benefits of participation

BENEFITS TO THE ORGANISATION

– as described by CEO's of participating councils:



ASSIST WITH GROWTH



BOOST PRIDE & REPUTATION



BUILD CORPORATE KNOWLEDGE



BUILD NETWORKS



CREATE STRONG TEAMS



DEVELOP LEADERS



INCREASE STAFF SKILLS



SHOW COMMITMENT TO DEVELOPMENT



2017 National Final Winners – Brisbane City Council

BENEFITS TO PARTICIPANTS

- as described by recent participants:



ACCELERATE LEARNING



BUILD CONFIDENCE



CAREER ADVANCEMENT



CREATE TEAM SPIRIT



DEVELOP AND STRENGTHEN RELATIONSHIPS



DEVELOP NETWORKS WITH OTHER COUNCILS



INCREASE KNOWLEDGE



INCREASE PRIDE, SENSE OF ACHIEVEMENT & PRESTIGE

BENEFITS TO MENTORS

– as described by recent mentors:



BUILD CONFIDENCE



ENHANCE LEADERSHIP SKILLS



INCREASE PRIDE, SENSE OF ACHIEVEMENT & PRESTIGE



RAISE PROFILE

'Throughout the program, both as a mentor and participant, you're challenged to think strategically, step outside of your comfort zone and apply your skills to a range of situations, beyond your regular experience in your day-to-day role.'

Post-Challenge I have been pushing myself to approach tasks differently, challenge my assumptions and apply a more strategic framework to my decisions.'

Sarah Leach, Brisbane City Council Team Mentor (2017 National Final Winners)

'I am a strong supporter of the Management Challenge and encourage all my staff to take advantage of this significant and effective professional development opportunity.'

I also remind them that history shows that the majority of people that take on the Management Challenge go on to bigger and better things in their local government careers.'

*Mark Withers, Chief Executive Officer,
City of Port Adelaide Enfield*

'I cannot speak highly enough of my Management Challenge experience. It was such a rewarding and positive experience that provided me with the opportunity to work with a diverse team of people. Both the Regional and National events challenged us all in so many ways but I feel I now have new insights in how I approach my day to day role.'

*Karen Hampton, Governance Coordinator,
Devonport City Council*

Registration

Register online at
www.managementchallenge.com.au

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

Early bird registrations close 15 December 2017

Registrations close 9 February 2018

Refer to the Cancellation Policy on the website.

Who should be part of your team?

Anyone! You don't have to be a manager to enter – the Management Challenge is about developing people, including future leaders!

The many thousands of local government employees who have participated in the Management Challenge have demonstrated that almost any local government officer with the right attitude will take away enduring benefits from the experience.

Past participants have included staff members from all council disciplines and levels including librarians, works team leaders, IT specialists, community service professionals, marketing professionals, HR managers, arborists and experienced managers.

If you don't think you have the right staff to enter a competitive team, you may be surprised. We've recently interviewed many CEO's and they agree on one thing – it's a fantastic professional development program for their staff, and while a win is a great thing for the council, it's certainly not the main focus.

And remember, a champion team usually beats a team of champions!

Challenge dates

All regional finals are one-day events that will be held during March 2018.

State division and SOLGM dates and venues will be listed on the Management Challenge website,
www.managementchallenge.com.au

The Australasian final will be held in Canberra in August 2018.

Investment

The early bird team fee is: \$5,200 (ex GST)

The regular team fee is: \$5,600 (ex GST)

To be eligible for the early bird fee payment must be made by 15 December 2017.

2018 Australasian finals

The best performing team in each region go on to compete in the Australasian final which will be held in conjunction with the Local Government Professionals Australia National Congress in Canberra. The winner of the Australasian final will be announced at the National August 2018 Congress Gala and Awards Dinner.

Local Government Professionals Australia will meet the costs of return economy air travel to Canberra (conditions apply), event entry, the welcome reception and the presentation dinner. Teams will be required to cover their own accommodation expenses. Information relating to accommodation including location and costs will be made available prior to the Australasian final.