



# EXECUTIVE LEADERS PROGRAM PROSPECTUS 2024

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THIS PROGRAM IS FOR  
ACCOMPLISHED AND ASPIRING  
LOCAL GOVERNMENT EXECUTIVES  
WHO ARE SEEKING TO EXPAND THEIR  
THINKING AND LEADERSHIP IMPACT.

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PROGRAM COMMENCES TUESDAY 6 FEBRUARY 2024  
REGISTRATIONS CLOSE FRIDAY 1 DECEMBER 2023\*

*\*Unless all places sold prior.*

# ABOUT US

## OUR MISSION

We develop local government people.

## OUR VISION

To be a respected, leading membership organisation fostering connected, accomplished people.

## LOCAL GOVERNMENT PROFESSIONALS AUSTRALIA, SA

LG PROFESSIONALS SA IS AN INDEPENDENT NOT-FOR-PROFIT MEMBERSHIP ASSOCIATION REPRESENTING PROFESSIONALS WORKING IN LOCAL GOVERNMENT IN SOUTH AUSTRALIA. WE BELIEVE THAT ALL STAFF IN LOCAL GOVERNMENT SHOULD HAVE THE OPPORTUNITY TO BE THEIR BEST, AT ALL STAGES OF THEIR CAREER.

We have the ability to link and connect people from different councils and subsidiaries who may not otherwise have the opportunities to form relationships or share with each other.

Our high quality professional development programs and networking events are uniquely local government – reflective of the culture of the sector and sensitive to the needs of its professionals.

The content of our events and programs are informed by our members and people who genuinely care about the sector.

We provide a safe and supportive environment in which to grow and learn while creating opportunities to make time away from the office to work on the business or on self.

We award and acknowledge achievements of excellence.

All of our offerings are designed by and for the sector, with 100% of proceeds invested back into developing further content and offerings for our members.

# PRESIDENT'S FOREWORD



With a complex and continuously evolving sector, it is now more essential than ever that local government is prepared for the future. New services, new skills, local and global impacts and the ever-changing digital landscape have fundamentally changed expectations of both the nature and delivery of services.

Our leaders need to be at the heart of transformational change in what is an increasingly volatile, uncertain, complex and often ambiguous landscape. We need to be skilled in and committed to innovative and commercial thinking, have a strong commitment to partnering, the capacity to respond to change and possess high levels of political acumen.

As the President of Local Government Professionals Australia, SA I am very pleased to present the Executive Leaders Program to you. This program is for local government executives, current or aspiring, seeking to expand their minds to new ways of thinking, delivering and managing as well as amplifying their leadership impact.

***The program has been developed to:***

- ∴ Enhance complex and adaptive thinking capabilities
- ∴ Increase capabilities to generate solutions to complex problems
- ∴ Challenge assumptions and perspectives
- ∴ Equip executive leaders to navigate rapidly changing and evolving environments.

I highly recommend this innovative program to you. By equipping local government professionals with skills for the future, we can ensure the best outcomes for both our organisations and our communities.

We look forward to welcoming you to the 2024 program, where you will hear from both national and international facilitators, presenting and sharing in a highly interactive and safe learning environment.

**Kate O'Neill**  
***President***  
***LG Professionals SA***

# PROGRAM OVERVIEW

## EXECUTIVE LEADERS PROGRAM PROSPECTUS 2024

### WHY THIS PROGRAM?

#### THESE ARE UNPRECEDENTED TIMES.

Gone are the days when planning and execution were good enough, or incremental improvement was a reliable indicator of progress. Instability within the context in which executives 'deliver' now means taking on organisational challenges in different ways — ways that require different skills of our leaders. More than ever, executive leaders today are at the heart of adapting to and leading transformational change. One thing is certain - there is no going back.

#### SUCCESS IN ITS MANY FORMS WILL BE DRIVEN BY THE CAPABILITY TO CONTINUALLY RETHINK AND RESHAPE WORK, WHILE CONTINUING DAY TO DAY OPERATIONS – MANAGING UP, MANAGING DOWN AND MANAGING ACROSS.

Leadership in the local government sector comes with its own unique set of evolving challenges for executives. The COVID 'reset' combined with new services, skills and technologies have fundamentally changed expectations of the delivery of public services. With the ever-growing question of 'what role will local government continue to play both now and into the future?', there has never been a more important time to explore a new paradigm of leadership and inspire your thinking about the future.

#### *On completion of this program, participants will be able to:*

- ∴ Make progress on complex problems in an agile way
- ∴ Navigate rapidly changing and evolving environments
- ∴ Collaborate and work more effectively with different stakeholder groups
- ∴ Make better decisions in uncertain, complex and ambiguous situations
- ∴ Manage their energy to best serve their communities
- ∴ See and consider multiple perspectives
- ∴ Be more conscious of what is personally holding them back from delivering to their full potential.

"THE PROGRAM WAS  
INTERESTING, THOUGHT  
PROVOKING, CHALLENGING  
AND USEFUL"

**Lyn Guerin,**  
*Manager Strategy and Performance, City of Port Adelaide Enfield*

"WE'VE LEARNT A LOT OF  
LEADERSHIP TOOLS THAT  
WE'LL NOW BE ABLE TO TAKE  
INTO THE WORKPLACE AND  
EMBED WITHIN OUR TEAM"

**Bobbi Pertini,**  
*Manager People, Culture and Safety, Yorke Peninsula Council*

# PROGRAM METHODOLOGY

## THIS PROGRAM IS DESIGNED FOR MAXIMUM IMPACT WITH MINIMAL TIME COMMITMENT FOR BUSY EXECUTIVES.

Spanning three months, the Executive Leaders Program includes a range of innovative learning opportunities including two face-to-face intensives, four virtual sessions, personalised 1:1 coaching and access to cutting edge readings and materials all delivered by local and international leadership experts. A key element of this program's effectiveness is the contribution made by participants in a peer learning environment.

## IMMERSIVE EXPERIENCE

The intensive blocks in this program take participants away from the busy day to day environment. Each intensive module in this program will be practical, informal and participative, providing a rich and stimulating learning experience. Participants will experience fresh, innovative thinking underpinned by evidence-based theory.

"A THOUGHT PROVOKING PROGRAM THAT I WOULD HIGHLY RECOMMEND"

**Penny Williams,**  
*General Manager - Prosperity, District Council of Streaky Bay*

## EXPERIENTIAL LEARNING PLATFORM

Our participant support extends beyond the in person and virtual program sessions. Participants will benefit from an experiential online learning platform designed to provide participants with access to:

- ∴ Engaging concept videos to ensure face-to-face workshop time is focused on making sense of the concepts through sharing insights, experiencing the concepts live in the room, in the moment, and connecting with others in a psychologically safe environment
- ∴ Resources such as contemporary relevant readings, worksheets and reflective questions
- ∴ Creative virtual spaces for participants to connect and share with other participants, organise meetings and problem solve
- ∴ Access to faculty to ask questions, raise concerns or seek feedback.

"WITHOUT A DOUBT THE MOST ENGAGING DEVELOPMENT COURSE I HAVE ATTENDED IN MY 15 YEARS IN LOCAL GOVERNMENT. MY NEW KNOWLEDGE AND SKILLS ARE HELPING TO DELIVER BETTER OUTCOMES FOR OUR COMMUNITY"

**Sam Adams,**  
*Manager Strategic Planning Projects, City of Charles Sturt*

# PROGRAM METHODOLOGY

## PRE-WORK AND APPLIED LEARNING

All pre-work in this program is designed to be realistic and achievable through a mix of formats and is aimed at maximising face-to-face time. Ideas and concepts introduced in the modules will be linked directly to the workplace through application 'missions.' These will not be time intensive, but rather hold participants accountable for the application of concepts to their work, thus embedding the learnings and maximising the program impact.

## CHECK-IN AND REFLECTION SESSIONS

Reflection has been built into the start and end of each day of the intensives and will offer a supportive structure for participants to reflect on progress, share experiences, provide a forum for robust discussion and create invaluable connections across the cohort and ultimately the sector.

"I WAS PROVIDED WITH  
THE OPPORTUNITY TO  
ENGAGE WITH NEW  
CONCEPTS, GATHER  
PRACTICAL TOOLS AND  
CONSIDER USEFUL  
FRAMEWORKS, AIMED  
AT MAKING PROGRESS  
WITH REAL WORLD  
CHALLENGES IN MY  
WORKPLACE"

**Daniel Griffin,**  
*Manager Financial Services,  
Yorke Peninsula Council*

## SAFE SPACE

Participants will connect closely with a network of peers in a safe to fail learning environment away from daily pressures and expectations, assumptions and judgements.

## LEADERSHIP CHALLENGE AND PEER THINKING

Participants will bring a real-world complex problem with them to the program to share with peers, leveraging powerful peer-thinking and alternate perspectives.

## PERSONALISED MICRO COACHING

Coaching is provided by core program facilitators in response to assignments or queries submitted by participants via the online platform. In this way, participants are supported in their comprehension and application of concepts in real time to amplify learning.

## CONCEPT CARDS

Executive Leaders Program concept cards, printed on high quality stock, provide a tangible reference point for information on key concepts introduced throughout the program including what, when and how, as well as suggested resources for further exploration. This set of cards is exclusively available to program participants.

# PROGRAM MAP

Maximum impact with minimal time commitment.

| February        |   |   |  |  |                             |                       | March       |
|-----------------|---|---|--|--|-----------------------------|-----------------------|-------------|
| Date            | 6   | 13  | 20   | 28   | 29                          | 1                     |             |
| Time (Adelaide) | 8:00 am - 9:00 am   | 8:00 am - 10:00 am                        | 8:00 am - 10:00 am                           | 12:00 pm - 6:00 pm<br>Dinner                 | 8:00 am - 5:00 pm<br>Dinner | 8:00 am - 12:00 pm    |             |
| Orientation     |   | Session 1                                 | Session 2                                    | Day 1  | Day 2                       | Day 3                 | Intensive 1 |
| Topic           | Meet your presenters and peers, expectations set for your program journey.      | Need for 'New Leadership' Part 1: Context | Need for 'New Leadership' Part 2: Mindsets   | Foundation Concepts                          | Leadership and Change       | Sustaining Leadership |             |
| Delivery Method | Live Virtual Classroom  |   |  | Face to Face CLARE                           |                             |                       |             |
| Individual Work | Readings, Reflections, Micro-Coaching, Group Discussions, Individual Case Study |   |  |  |                             |                       |             |
| March           |   |   |  |  |                             |                       | April       |
| Date            | 12  | 26  | 11   | 12   | 23                          |                       |             |
| Time (Adelaide) | 8:00 am - 10:00 am  | 8:00 am - 10:00 am                        | 9:00 am - 5:00 pm                            | 9:00 am - 5:00 pm<br>Graduation Dinner       | 8:00 am - 9:00 am           |                       |             |
| Session 3       |   | Session 4                                 | Day 4  | Intensive 2                                  |                             |                       |             |
| Topic           | Diagnosing the Systems Part 1: Systems Thinking                                 | Diagnosing the Systems Part 2: Polarities | Making Progress on Complex Challenges Part 1 | Making Progress on Complex Challenges Part 2 | De-Brief and Program Close  |                       |             |
| Delivery Method | Live Virtual Classroom  |   | Face to Face CITY                            |  | Live Virtual Classroom      |                       |             |
| Individual Work | Readings, Reflections, Micro-Coaching, Group Discussions, Individual Case Study |   |  |  |                             |                       |             |

# LEARNING OUTCOMES

## EXECUTIVE LEADERS PROGRAM PROSPECTUS 2024

### WHAT YOU WILL LEARN

#### ... ABOUT CHANGE

- ∴ Exposure to common reactions to unpredictability and uncertainty and how these can be managed
- ∴ A deep dive into why changing behaviour (even our own) is so tricky and how to uncover the assumptions holding us back
- ∴ A look at change through the framework of loss and how we can identify and respond more effectively to collective loss which often shows up as resistance
- ∴ Develop a more nuanced view of change and how loss is linked to resistance
- ∴ Explore common reactions to change and how these can be effectively managed
- ∴ Better understand why personal change is so difficult and uncover hidden assumptions that could be holding you back using the Immunity to Change process.

#### ... ABOUT YOURSELF

- ∴ Explore how to sustain yourself and others through the long term demands of leadership and how to embed and extend what you have learned
- ∴ Why 'Not Knowing' is okay
- ∴ What common reactions to unpredictability and uncertainty are and how these can be managed
- ∴ Focus on observation, listening and questioning skills
- ∴ Understand the concept of work avoidance and how to recognise it
- ∴ Develop awareness of emotional responses and the effect on decision-making
- ∴ Explore the pitfalls to avoid when feeling stressed, overwhelmed and confused
- ∴ Tools to help manage energy.

#### ... ABOUT NAVIGATING THE POLITICAL ENVIRONMENT

- ∴ A deep understanding of stakeholders and how they connect with the issues, what motivates them and how you can work together
- ∴ A framework to de-couple leadership and authority
- ∴ Enhanced self-awareness around own sources of power and how to effectively leverage personal power to mobilise people and exercise leadership.

#### ... ABOUT INNOVATION

- ∴ How to design and implement 'safe to fail' experiments to aid progress on complex situations
- ∴ Tangible actions to take and experiments to run to make progress on your leadership challenge.

"THIS PROGRAM MET MY NEED FOR SOMETHING TO STRETCH ME. IT IS MORE THAN A PROGRAM/COURSE, IT IS A LEARNING ADVENTURE"

XLP Alumni

"THE MOST CONFRONTING AND SAFE ENVIRONMENT I HAVE EVER WORKED IN – ABSOLUTELY A TERRIFIC EXPERIENCE"

XLP Alumni



# PROGRAM FACILITATORS



## ANDREW STEVENS

**ANDREW IS CO-DIRECTOR AND CO-FOUNDER OF THE UNCHARTED LEADERSHIP INSTITUTE.**

Andrew is passionate about the role that management and leadership development plays in making organisations, communities and even societies more productive, more human and more successful.

Andrew spent seven years as Director of the Executive Education Unit at the University of Adelaide, where he led a wide variety of Leadership and Management programs for approximately 1,200 participants per year from a diverse range of private, listed, government and not-for-profit organisations in Australia and overseas.

He is currently lead design and facilitator on the Transformative Leadership Program, an adaptive leadership program designed and delivered in conjunction with the Lyndon B Johnson School of Public Affairs at the University of Texas at Austin.

He designs and delivers programs in Australia and the USA on managing in complexity, mindfulness, VUCA, adaptive leadership, leadership effectiveness and change.

“PROGRAM FACILITATORS  
ARE COMPLETELY CAPABLE  
AND EXPERTS IN THEIR FIELDS  
- ABLE TO COMMUNICATE  
AND CREATE A  
CHALLENGING, YET SAFE,  
LEARNING ENVIRONMENT”

**Ian Hawkins,**  
*Manager Community Safety and Property,  
City of Onkaparinga*

# PROGRAM FACILITATORS



## DR BARRY BALES

**BARRY IS A SENIOR ASSOCIATE WITH THE UNCHARTED LEADERSHIP INSTITUTE.**

Until starting his own consultancy in April 2018, Barry was the Assistant Dean for Professional Development at the Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin. He also held a faculty position as Clinical Professor of Public Policy Practice in the School's Executive Master in Public Leadership Program.

As Assistant Dean, Barry directed the Office of Professional Development, which is responsible for organising and delivering seminars and educational programs for over 2,500 people each year, including management/executive development programs for leaders of public, private, and not-for-profit organisations. He also served as the Director of the Governor's Executive Development Program, an intensive three-week leadership course for top-level managers in Texas state agencies and universities.

Barry is a frequent seminar/conference speaker in the areas of leadership, systems thinking, strategic planning, and executive development, and has taught, consulted with, and coached leaders and executives in 15 US states and 9 foreign countries. He has a Ph.D. in Adult and Human Resource Development Leadership from the University of Texas at Austin.



## DR FRED JONES

**FRED HAS TAKEN A DEEP INTEREST IN DEVELOPING PEOPLE AND THE ORGANISATIONS THEY LEAD FOR MORE THAN TWO DECADES.**

Fred's work as a coach, facilitator, teacher, and program designer is guided by an innovative spirit and a desire for people to be their biggest and best selves for the challenges they engage.

Fred has worked in the United States with Humana, Texas Children's Hospital, Progressive Insurance and Ernst & Young. His experience with health care is something more: an unshakable passion. He started out toward a career as a magazine journalist, but shifted to explore what makes people tick and what makes the world go around. He continues to practice what he learned years ago, researching how people experience the pursuit of fuzzy outcomes through messy pathways, and the clarity that can come as they represent visually, in the form of a map, what they are trying to make happen. Fred long has loved theatre and takes advantage of how theatre practices help people prepare for high-stakes moments and show up as they want.

He earned a doctorate in adult learning and leadership from Columbia University, Teachers College, and holds a Master's in Public and International Affairs from the University of Pittsburgh. He is an Associate Certified Coach through the International Coach Federation, and a graduate of Georgetown University's renowned Leadership Coaching program.

Fred lives with his wife and dogs in Louisville, Kentucky, USA, which turns out to be the geographic centre of everywhere he's lived so far.

# REGISTRATION & INVESTMENT

## EXECUTIVE LEADERS PROGRAM PROSPECTUS 2024

EXPAND YOUR THINKING...

GROW YOUR LEADERSHIP TOOLS  
AND INVEST IN YOUR FUTURE TODAY!

### REGISTRATION

This program is open for registrations from current and aspiring executives in regional and metropolitan councils and subsidiaries.

For queries regarding program suitability please contact Rhiannon Grebenshikoff, Chief Executive Officer, on **0448 490 027** or email **[rhiannon@lgprofessionalssa.org.au](mailto:rhiannon@lgprofessionalssa.org.au)**

*Registrations are open until 5pm Friday 1 December 2023 unless all places are filled prior. Registrations can be made online at [www.lgprofessionalssa.org.au](http://www.lgprofessionalssa.org.au)*

***Register early as places are limited.***

### CANCELLATION POLICY

Whilst Local Government Professionals Australia, SA is sympathetic to the inevitability of changing circumstances, each cancelled registration incurs a cost. It is for this reason that the following section of our cancellation policy applies to all Leadership and Development programs:

| Cancellations Received                                    | Refund             |
|---|--------------------|
| More than 8 weeks prior to program commencement           | <b>100% refund</b> |
| Between 8 weeks and 6 weeks prior to program commencement | <b>50% refund</b>  |
| Within 6 weeks of program commencement                    | <b>No refund</b>   |

*Please see full Cancellation Policy at [www.lgprofessionalssa.org.au/Governance-and-Policies](http://www.lgprofessionalssa.org.au/Governance-and-Policies)*

### INVESTMENT

#### SMALL COUNCIL / SUBSIDIARY

| Member                                  | Non-Member                              |
|---|---|
| \$6,300.00 + GST<br><b>= \$6,930.00</b> | \$6,800.00 + GST<br><b>= \$7,480.00</b> |

#### MEDIUM COUNCIL

| Member                                  | Non-Member                              |
|---|---|
| \$6,800.00 + GST<br><b>= \$7,480.00</b> | \$7,300.00 + GST<br><b>= \$8,030.00</b> |

#### LARGE COUNCIL

| Member                                  | Non-Member                              |
|---|---|
| \$7,300.00 + GST<br><b>= \$8,030.00</b> | \$7,800.00 + GST<br><b>= \$8,580.00</b> |

#### Inclusions

- ∴ Full program delivery and support
- ∴ Catering for all face to face program sessions
- ∴ 2 nights accommodation, 2 breakfasts and 2 dinners during *Intensive 1*
- ∴ Graduation dinner during *Intensive 2*

"EASILY THE BEST  
LEADERSHIP PROGRAM I  
HAVE EVER UNDERTAKEN"

**Geoff Parsons,**  
Manager Development Assessment,  
City of Norwood Payneham & St Peters

## CONTACT DETAILS

### **Local Government Professionals Australia, SA**

[www.lgprofessionalssa.org.au](http://www.lgprofessionalssa.org.au)

148 Frome Street, Adelaide SA 5000

### **Rhiannon Grebenshikoff**

*Chief Executive Officer*

[rhiannon@lgprofessionalssa.org.au](mailto:rhiannon@lgprofessionalssa.org.au)

0448 490 027

## CONNECT WITH US



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### **Developed by the sector, for the sector**

All proceeds from our programs are directly reinvested to further develop the local government sector through continued support of professional networks, events and learning and development initiatives for local government professionals.

