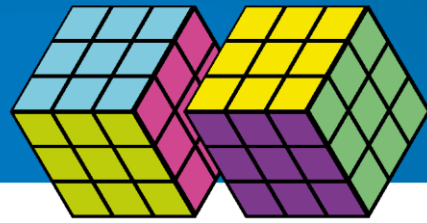


# CHALLENGE YOURSELF



The 2015 LGMA Australasian Management Challenge

## 2015 Management Challenge - RFQ

### Introduction

Local Government Managers Australia (LGMA), on behalf of the federation, is seeking proposals from interested parties to design, develop and deliver the 2015 LGMA Australasian Management Challenge (Challenge) based on the specifications outlined in this brief and RFQ.

Submission deadline: Friday 21 November  
Submit proposal to: Samira Wadhavkar  
Manager Corporate Support  
national@lgma.org.au

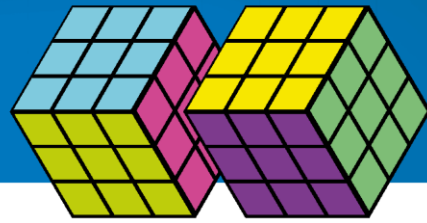
### About us

**Local Government Managers Australia** (LGMA) is the leading professional association representing managers and aspiring managers in **local government** throughout Australia and Asia-Pacific. It was founded in October 1936 by Raymond West and, since that time, has continued to expand its charter and membership services and now has around 3,500 members.

Our purpose is to promote excellence through the advancement of local government management.

We do this through:

- Advocacy for local government issues in Australia and act as the voice for Councils on issues and opportunities affecting professionals in the sector;
- Facilitating practitioner lead research on local government issues;
- Running a number of events such as the Annual LGMA Congress and Management Challenge and National Congress;
- Publishing a digital magazine distributed nation and sector-wide; and
- Deliver a comprehensive workforce development program with strategic partners.



## About the sector

### Local Government sector overview

There are 565 councils spread out across Australia

This includes:

State	No of Councils	*Employees
NSW	155	56,800
VIC	79	52,400
QLD	73	40,300
WA	139	24,900
SA	74	10,500
TAS	29	4,400
NT	16	3,200
<b>TOTAL</b>	<b>565</b>	<b>192,500</b>

\*Figures as of June 2013

The 192,500 employees make up 10.2% of all public sector employees.

These employees are also spread out across the country. According to the Australian Classification of Local Governments (ACLG) and the ABS, local governments are:

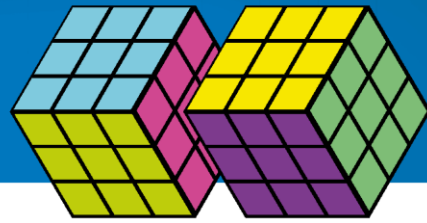
- 41% in urban areas
- 41% in regional areas
- 18% in rural areas

There are four main streams that the occupations generally fall into:

- **Corporate services/governance** (includes finance, customer service, IT, councillor support, strategy and policy, human resources, community engagement, communications, contracts, procurement, etc.)
- **Engineering/infrastructure** (includes traffic, engineering and technical services, roads, waste, design and architecture, etc.)
- **Human/community services** (includes human resources, community development, organisational performance, libraries, child care, recreation including pools, etc.)
- **Planning and environment** (includes strategic planning, land use, regulatory services including rangers, parking officers and services, development, town planners, natural resource management, environment and sustainability, etc.).

The average annual earnings of local government employees in the 2010–11 financial year was \$51,726 on par with average annual earnings of \$52,525 in May 2010 for all Australian employees

# CHALLENGE YOURSELF



The 2015 LGMA Australasian Management Challenge

## Background to the LGMA Australasian Management Challenge

The LGMA Australasian Management Challenge is Australia and New Zealand's premier forum for current and emerging local government leaders. It is a sophisticated development program designed to deliver personal and team development and organizational benefit.

The Challenge has been running for more than 20 years. It is good fun, great value and a hands-on approach to leadership development that translates into relevant, tangible and enduring benefits for individuals, teams and organisation.

Teams of six from each council are invited to participate in Regional Challenge days, held annually in each capital city in Australia and New Zealand, as well as some regional centres.

The purpose of the Management Challenge is to provide participants with the big issues of the day in their local government sector. They are then asked to respond in a creative, fast-paced and highly collaborative environment. The program draws heavily on negotiation, leadership, communication, strategy, analysis and advocacy skills, providing exceptional professional development opportunities. In 2014, the topic was Local Government and productivity.

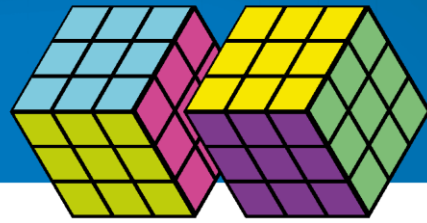
Some of the best presentations were presented at the 2014 LGMA Congress and Business Expo. To view some of the stand out entries shown at Congress, see the video clips.

<http://www.lgma.org.au/challenge-2014.html>

## Scope of work

Key Milestones:		
1	<b>Pre-Challenge Task*</b>	<ul style="list-style-type: none"> <li>Design the Pre-Challenge task, which will need to strike a balance between providing a professional development opportunity for participants while gathering data for the benefit of informing LGMA and the sector.</li> </ul>
2	<b>Regional Challenge</b>	<ul style="list-style-type: none"> <li>Design and delivery of up to 10 tasks for the regional challenge including one task which makes reference to/utilises the PCT;</li> <li>Draft of the regional challenge tasks for review by LGMA National (and SOLGM for NZ teams) in the first week of March 2015;</li> </ul>
3	<b>Australasian Final</b>	<ul style="list-style-type: none"> <li>Draft of the Australasian final tasks for review by LGMA National (and SOLGM for NZ team) by the first week of June.</li> </ul>

# CHALLENGE YOURSELF



The 2015 LGMA Australasian Management Challenge

## Outcomes/Outputs:

- List of leading councils identified in the PCT and to be published by LGMA National as a resources for the sector;
- Exemplars from task responses from each region to be collated by state facilitator and provided to LGMA National for publication;
- Alignment between the content and topics of the challenge tasks with the priorities of LGMA National and SOLGM; and
- Display of PCT Videos at Congress and the presentation by Standout PCT teams at a Congress breakout session.

## Pre Challenge Task

A detailed brief will be provided to the successful candidate based on feedback from federation CEO's, past participants and state facilitators feedback. The pre-challenge task for 2015 will have increased integration into other LGMA National programs and activities including the National Congress.

## National Congress Linkages

LGMA members receive benefits and have access to activities that support their career in local government and contribute to the organisation's they work for and communities in which they live. We also know we need to cultivate and support our up and coming leaders to ensure we are attracting and retaining skilled individuals to take charge of local government in the future. We have dedicated workshop and breakout sessions for Management Challenge participants at our Annual Congress and Business Expo. These session enable Local Government Professionals from across Australasia to collaborate, challenge themselves and each other, improve their problem solving skills and develop resilience, in a supported environment amongst senior practitioners.

## Submission

In addition to a quotation on the fee to undertake this piece of work LGMA is asking that organisations also submit a brief (no more than 3 pages) which outlines:

- About yourself and your organisation;
- The approach you would take to the 2015 Challenge;
- Any initial ideas you might have on how you and your organisation might continue to evolve and innovate both content and task design for 2015; and
- You strategy for dealing for the Australasian Management Challenge to ensure that it is relevant to all jurisdictions including New Zealand.

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