

# Local Government Managers Australia

## “Back to Basics” “Leadership 101 - People count”

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# Introduction

- Jon Gibbons will take a personal journey through 'Leadership 101' showing the importance of people and 7 key issues.
- Kylie Delrayne will present a personal perspective on leadership at Isaac Regional Council, a large decentralised rural local government.
- Chris Rose will demonstrate the benefits of good leadership in an urban, centralised council – the 'Logan City Council experience'.

# Leadership 101

- Autocratic style
- Lack of people training
- Doing it better, more efficiently
- With committed staff
- People count

# Leadership 101

- No matter your role
  - Lack of time
  - Lack of a budget
  - Lack of staff
  - Lack of information

# People count

- Talk and share
- Teams
- Skills and abilities
- Create the environment
- The human element

# My 7 c's

(Seven seas)

1. Communication and Collaboration
2. Chain of command
3. Choosing correctly
4. Coaching
5. Credit
6. Consistency
7. Commitment



International Association  
for Public Participation  
Australia

## IAP2 Public Participation Spectrum

Developed by the International Association for Public Participation

INCREASING LEVEL OF PUBLIC IMPACT

INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:
To provide the public with balanced and objective information to assist them in understanding the problems, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision-making in the hands of the public.
Promise to the Public:	Promise to the Public:	Promise to the Public:	Promise to the Public:	Promise to the Public:
We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for direct advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.
Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:
<ul style="list-style-type: none"> <li>• Fact sheets</li> <li>• Web Sites</li> <li>• Open houses</li> </ul>	<ul style="list-style-type: none"> <li>• Public comment</li> <li>• Focus groups</li> <li>• Surveys</li> <li>• Public meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Workshops</li> <li>• Deliberate polling</li> </ul>	<ul style="list-style-type: none"> <li>• Citizen Advisory Committees</li> <li>• Consensus building</li> <li>• Participatory decision-making</li> </ul>	<ul style="list-style-type: none"> <li>• Citizen juries</li> <li>• Ballots</li> <li>• Delegated decisions</li> </ul>

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# In summary

- Provide support and mentoring
- Provide the environment
- Not technical skill
- Human understanding, empathy and valuing
- Seven seas
- Retention, productive, customer focused
- Job satisfaction

# Leadership 101

- Teams – people count
- Thankyou
  
- Now – Kylie Delrayne
- Isaac Regional Council