

2024

# **MANAGER OF THE YEAR**

**LEADERSHIP & MANAGEMENT  
EXCELLENCE**



As part of LGMA's commitment to recognise outstanding leadership and management excellence in local government, we are delighted to invite nominations for the **2023 Manager of the Year Award for Leadership and Management Excellence**.

To acknowledge and encourage leadership and management excellence, this Award will be presented to a senior local government employee who, in the opinion of the judging panel, has made an outstanding contribution to the positive growth of their council and community.

The Award is open to senior managers who are employed by a Queensland local government and have been for a minimum of 12 months.

The Award winner will receive professional development to the value of \$4,000, recognition in LGMA Queensland's publication, 'The Journal', and a framed Award certificate.

Nominations can be made by employers, mayors, councillors, supervisors or co-workers and must be received by **3pm on Monday 31 July 2023**.

## AWARD OBJECTIVE

To encourage recognition of leadership and management excellence shown by a Queensland local government employee, who has demonstrated outstanding commitment and whose performance as a leader and manager is worthy of special recognition. The Award promotes increased community awareness of the important role played by local government professionals as well as increasing the profile of LGMA Queensland within the sector.

## NOMINATION REQUIREMENTS

1. Provide a written submission addressing the judging criteria (maximum 3 pages. Half a page per criteria preferred)
2. Provide a single page outline of the nominee's career history
3. Provide two professional written references and referee contact details
4. Attach a registration form for the Annual Conference if not already registered.

Visit [www.lgmaqlld.org.au](http://www.lgmaqlld.org.au) to download the nomination form.

## FURTHER INFORMATION

Chief Executive Officer  
LGMA

Level 7, Quay Central, 95 North Quay, Brisbane, QLD, 4000  
Phone: 07 3174 5003 Email: [admin@lgmaqlld.org.au](mailto:admin@lgmaqlld.org.au)

This award is proudly sponsored by:



## JUDGING CRITERIA

### VISIONARY LEADERSHIP

- Develops a vision of the future and engenders ownership of that vision with people throughout the organisation
- Sees beyond existing structures, practices and ideas
- Encourages and develops leadership amongst staff and colleagues
- Maintains high ethical and professional standards

### INNOVATION AND CONTINUAL IMPROVEMENT

- Builds a culture that encourages and rewards innovation
- Drives and implements useful change, always seeking better ways to do things
- Innovates to improve the organisation's strategic direction

### BEST PRACTICE

- Ensures an organisational awareness of triple bottom line issues
- Demonstrates effective deployment of financial, human, physical, technological, asset and information resources to achieve optimal efficiency and effectiveness
- Actively seeks information on local government practices and enhancements beyond their own area, keeping up to date with trends and broader changes in the environment

### INTERPERSONAL SKILLS

- Has a strong working relationship with elected members, staff, colleagues and committees
- Pursues quality relationships with customers, stakeholders and service providers
- Fosters good employee relations
- Welcomes and acknowledges staff contributions to the organisation's success

### CONTRIBUTION TO THE COMMUNITY / REGION

- Supports professional and business organisations
- Involves the organisation in issues of regional, state and national significance – where relevant
- Demonstrates an above average level of understanding of regional disparities, socio-economic and political conditions and community resources, to ensure informed and enlightened decisions are made on issues effecting residents across local government boundaries

### PROFESSIONAL DEVELOPMENT

- Pursues ongoing leadership learning opportunities with a view to personal improvement and providing a more effective service within the organisation
- Employs work practices that encourage employees' personal and career development

# LEADERSHIP & MANAGEMENT EXCELLENCE

## NOMINATION FORM

(Please complete and attach this form as the front page of the written submission)

|   |
|---|
| <b>NOMINEE NAME:</b>  |
| <b>POSITION:</b>  |
| <b>COUNCIL:</b>   |
| <b>AGE:</b>   |
| <b>NOMINATOR NAME:</b>  |
| <b>NOMINATOR TELEPHONE:</b>   |
| <b>NOMINATOR EMAIL:</b>   |
| <b>DOES THE NOMINEE KNOW THEY HAVE BEEN NOMINATED?</b> <input type="checkbox"/> YES <input type="checkbox"/> NO |

### TERMS AND CONDITIONS OF ENTRY

1. Nominations for the Manager of the Year Award are open to any Fellow or Member of LGMA who is employed in a management capacity by a Queensland local government. The nominee must be a financial member of LGMA at the time of nomination and must have held membership continuously for the preceding 12 months.
2. Applicants must have been employed at the nominating council for a minimum of twelve months.
3. Past winners of the Manager of the Year Award are ineligible for nomination for the Manager of the Year Award. Directors of LGMA are also ineligible.
4. It is permissible, but not essential, to gain prior consent of the nominee for their nomination to be lodged.
5. Strict conditions apply to the granting of extensions to the closing date for the submission.
6. All nomination material submitted remains the property of LGMA. Applications will not be returned at the end of the Award period.
7. All nomination information will be confidential and will only be available to the judges and Award organisers.
8. It is the right of LGMA not to make any Award if the applicants do not meet the selection criteria as specified or if the quality of nominees is not considered of a sufficiently high standard to warrant special recognition.
9. In instances where the selection committee considers that the credentials of two nominees are identical, the President of LGMA shall make a determination regarding the successful nominee.
10. Prizes for the Manager of the Year Award shall incorporate sponsorship towards a Professional Development activity approved by the Board of LGMA to the value of \$4,000.
11. The winner of the Manager of the Year Award will be announced at the LGMA Annual Conference on **Thursday 29 August** 2024 at Shangri-La The Marina, Cairns. Nominees are required to attend unless otherwise notified.
12. Applicants must agree to abide by the decision of the selection committee.

### FURTHER INFORMATION

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