

ZOOM

in on Leadership



DELEGATES PROGRAMME



LOCAL GOVERNMENT
MANAGERS AUSTRALIA
QUEENSLAND INC.

LEADING PROFESSIONALS IN LOCAL GOVERNMENT

LGMA QUEENSLAND
ANNUAL CONFERENCE 2021

CAIRNS | 7-9 September 2021

A large, light grey magnifying glass icon is positioned in the top right corner of the page. Inside the lens of the magnifying glass, there are three stylized human figures in light blue and pink colors.

President's Message

Welcome to the 2021 LGMA Queensland Annual Conference, *Zoom in on Leadership!*

It is a pleasure to welcome you to Cairns. It is great to be back together in person.

2020 taught us a lot about leadership; what works in a crisis, what does not. Across the globe, we saw examples of good, bad and the downright ugly. All our Councils were tested in different ways and no two COVID-year experiences were likely the same.

As we come together in 2021, we reflect on the lessons and seek to ensure that we learn from the recent past so as not to repeat the mistakes. More than that, we come together to share stories and successes, to share the collegiate support that Queensland local government is renowned for and most importantly, we come together to celebrate the achievement of leading our communities with care and competence throughout the pandemic.

This conference is LGMA Queensland's flagship event – an essential component of the Queensland local government calendar. In keeping with tradition, there are many opportunities for delegates to network, meet our valued corporate partners and explore the Cairns region and its many attractions.

The 2021 social programme commences with the President's Welcome Reception on Tuesday afternoon, the ever popular yet competitive Beach versus Bush activity (great fun for participants and spectators alike) on Wednesday afternoon and, to close proceedings on Thursday, the Gala Dinner. We will ensure you have a chance to broaden your networks, share your experiences and views and consider what you will take back to share with your council and teams.

I would like to take this opportunity to thank you for your continued support. I would also like to show my sincere appreciation for our corporate partners and suppliers. Their significant contributions greatly assist us in delivering a conference that showcases and celebrates Queensland councils and their communities.

Have a great couple of days and I look forward to catching up with you!

A handwritten signature in black ink, reading 'Brett de Chastel'.

Brett de Chastel
LGMA Queensland President

TUESDAY 7 SEPTEMBER 2021

3.30pm - 4.30pm	Delegate Registration	
4.30pm - 6.30pm	President's Welcome Reception	

WEDNESDAY 8 SEPTEMBER 2021

08.00am - 08.30am	Coffee on Arrival	
08.45am - 09.00am	Welcome	
09.00am - 10.00am	Keynote Presentation Future Crunch	
10.00am - 10.30am	Morning Tea	
10.30am - 11.15am	Lessons in Leadership Brett de Chastel, CEO Noosa Council	
11.15am - 12.00pm	Expectations of Leaders Kristie Taylor, King and Company Solicitors	
12.00pm - 12.45pm	Lunch	
12.45pm - 1.45pm	Shifting mindsets to shape the future Alex Hannant, Yunus Centre, Griffith University	
1.45pm - 2.15pm	Transformation or Transfiguration? Brett Heyward, QUTeX David Keenan, CEO Mt Isa City Council	
2.15pm - 3.00pm	The New Recruits Panel Session Bec Martin, Western Downs Regional Council Peta Buhmann, Cook Shire Council Joshua O'Keefe, Moreton Bay Regional Council <i>Facilitator: John McDougall, Central Highlands Regional Council</i>	
3.00pm - 3.30pm	Annual General Meeting	
4.00pm - 5.30pm	Beach versus Bush Challenge After 5.30pm - at Leisure	

THURSDAY 9 SEPTEMBER 2021

08.30am - 08.45am	Coffee on Arrival	
08.45am - 09.00am	State Government Update Nikki Boyd MP, Assistant Minister for Local Government	
09.00am - 10.00am	CEO Panel Greg Chemello, Moreton Bay Regional Council Leisa Dowling, Gladstone Regional Council Evan Pardon, Rockhampton Regional Council <i>Facilitator: Daniel Bradford, Cassowary Coast Regional Council</i>	
10.00am - 10.30am	Morning Tea	

Concurrent Sessions - Council Show and Tell

10.30am - 11.00am	Getting tough Council decisions over the line Rachel Cooper, CEO North Burnett Regional Council	
10.30am - 11.00am	IndigiScapes Centre - working to protect the natural environment and ecosystems Kirsty Leckie, Service Manager Environment and Education, Redland City Council	
11.00am - 11.30am	Regional Hub Training Delivery Erin Burns, Team Leader HR Services, Cairns Regional Council	
11.00am - 11.30am	Cedar Grove Environmental Centre Trevor Kanapi, Natural Environment and Sustainability Program Leader, Logan City Council	
11.30am - 12.15pm	Influencing Upwards: Lessons from the Floor Sarah Frew, Danielle Matthews, Sha-Lane Gibson, Cook Shire Council	
11.30am - 12.15pm	The Future of Local Government - Embracing Connectivity and Customer Centricity Keirstyn Spencer, Director Advisory, Qld Local Government Lead, KPMG	
12.15pm - 1.00pm	Lunch	
1.00pm - 1.45pm	We have Lift Off - Propeller Programme Sean Beck, Southern Downs Regional Council Brooke Maisey, Isaac Regional Council Mitch Turner, Noosa Council	
1.45pm - 2.00pm	Zoom in on LGMA Peta Irvine, CEO, LGMA Queensland	
2.00pm - 3.00pm	Keynote Presentation Lorin Nicholson	
6.30pm - 11.30pm	Tropicana Gala Dinner Announcement of the: 2021 Manager of the Year Award!	

Programme

Keynote Presentation

Future Crunch

The Adaptability Quotient

The world is changing at such a rapid rate. Even as a global pandemic has upended billions of lives, information continues to pour onto screens at unparalleled speed, office buildings are no longer the places where work gets done, entire cities are now powered by the wind and the sun and we are manipulating the code of life itself to cure disease. Combined with a generational mindset shift in how we view the world, many are wondering how to remain relevant. What's the key quality for success in a time of constant upheaval?

With trademark humour, dynamism and gold-plated research, Future Crunch tackles what the Harvard Business Review calls, "the new competitive advantage." You've heard of IQ and EQ; this century belongs to those that are quick to read and act on signals of change - people with a high Adaptability Quotient. The Adaptability Quotient is the ability to thrive in unpredictable environments. Instead of being really good at doing one thing, people with a high AQ are really good at learning how to do new things.

Drawing on the latest insights from the worlds of technology, neuroscience and management, this talk reveals why the best predictor of success is how individuals and organisations embrace rapid experimentation.

Dr Angus Hervey Political Economist

Angus is a political economist specialising in the impact of disruptive technologies on society. He is the founder of Future Crunch, a group of scientists, artists, researchers and entrepreneurs that believes science and technology are creating a world that is more peaceful, connected and abundant. Their mission is to foster intelligent, optimistic thinking about the future, and to empower people to contribute to a 21st century that works for everyone.

He was the founding community manager of Random Hacks of Kindness, a global initiative from Google, IBM, Microsoft, NASA and the World Bank to create open-source technology solutions to social challenges. He was also the first editorial manager for Global Policy, one of the world's leading international policy journals. He holds a PhD in Government and a Masters in International Political Economy from the London School of Economics, where he was also the Ralph Miliband Scholar from 2009 to 2012.

Tané Hunter Cancer Researcher

Tané is a cancer researcher and science communicator. He is the founder of Future Crunch, a group of scientists, artists, researchers and entrepreneurs that believes science and technology are creating a world that is more peaceful, connected and abundant. Their mission is to foster intelligent, optimistic thinking about the future, and to empower people to contribute to a 21st century that works for everyone.

He has a Masters in Bioinformatics from the University of Melbourne, and has worked for the Melbourne Royal Children's Hospital diagnosing rare genetic diseases. He is currently completing his PhD at the Victorian Cancer Care Centre, using molecular biomarkers in DNA and analysing them with artificial intelligence to improve treatments for people suffering from cancer. He's also a former United States mountain biking champion and an avid sailor.



Lessons in Leadership

Brett de Chastel, CEO Noosa Council

A facilitated workshop considering the experiences of the last two years and what leadership examples have been evident at the state, Federal and global levels, what we ourselves have experienced, what we did well and what we would do differently in the future. The workshop will seek to consider different perspectives and identify relevant measures by which to assess impact. One of these will examine the impacts of decisions on the most vulnerable in the community.

Brett is the inaugural Chief Executive Officer of Noosa Shire Council. He has held senior management roles in local government for over 25 years throughout Southeast Queensland. He has experienced plenty of local government change in that time including two amalgamations and now a "start-up" Council. Brett has also had five years in the private sector operating a boutique local government consulting business. During this time, he provided local government consultancy services to over 25 Councils across Queensland.

Brett holds a number of qualifications including a Bachelor of Arts, a Bachelor of Law, a Masters of Business Administration and an Australian Institute of Company Directors Diploma. Brett is also a fellow of the Australian Institute of Company Directors, a fellow of Local Government Managers Australia and is President of LGMA.

In his down time, Brett can be found staying fit by paddling on the Noosa River or doing surf patrols on Noosa Main Beach.



Expectations of Leaders – now in law

Kristie Taylor, Senior Associate, King and Company Solicitors

The expectations that employees and stakeholders have of leaders across our communities continue to increase and expand. In some cases, as expectations increase, legislators are challenged to adjust legislation to keep up with those expectations while, in other cases, the legislation comes first and drives a change in community expectations. In either case, at some point many of these expectations become enshrined in law. What does that mean for leaders in local government and how can you meet the new requirements?

Kristie Taylor is a senior associate in King and Company Solicitor's Planning and Environment Group. Admitted to practise in 2003, Kristie has worked in all areas of the firm's operations since joining in 1999, though she now focuses upon planning and environment matters and employment/industrial disputes. Kristie has a broad experience of litigation across State and Federal courts, and the Queensland Industrial Relations Commission.



Shifting mindsets to shape the future

Alex Hannant, Professor of Practice, The Yunus Centre

This session will explore how organisations are reinventing themselves to meet the demands of a fast-changing world and the interests of their stakeholders. The discussion will consider the relevance of the Sustainable Development Goals (SDGs), the changing nature of innovation and leadership, and new models of cross-sector cooperation. We'll look at promising work from around the world and the value of place-based approaches. The key provocation will centre on the possibilities for local government and their potential to shape futures.

Alex is Professor of Practice and Co-Director of The Yunus Centre at Griffith University. The Centre leads the University's work in the field of impact-led innovation. Its purpose is to accelerate transition to a regenerative economy by growing knowledge and capability.

Previously, Alex was CEO of the Ākina Foundation - Aotearoa New Zealand's primary support organisation for impact enterprise and the New Zealand Government's strategic partner on sector development. Before that, based in the UK, he was Director of Programmes at LEAD - a global network focused on leadership and sustainable development, and also Head of Partnerships at the Climate and Development Knowledge Network (CDKN). Alex was a founding member of Aotearoa New Zealand's National Advisory Board on Impact Investment, and currently serves on the Board of B Lab Australia and New Zealand.

Transformation or Transfiguration?

Brett Heyward, Director QUTeX and David Keenan, CEO Mount Isa City Council

Few councils have been untouched by a process of 'transformation' which in the 2020s refers to a major systems overhaul involving significant IT deployment, staff training, associated 'cultural programmes' and generally a fair few dollars. But are these 'transformations' really transformational or, taking from Hermione Grainger's spells book, are they really just a process of repackaging what has always been with a few new, shiny bits – a transfiguration spell?

QUT's Brett Heyward and Mt Isa City Council's David Keenan will thrash out this question, debating the theory against actual practice and results, seeking to understand when to undertake transformation and when to sit tight and look to other improvement options.

Brett Heyward is the Director of Client Partnerships and QUTeX. Brett teaches in the Graduate School of Business, QUT. His specialities include leadership, employee engagement and executive coaching. Brett holds a PHD in Inter-group negotiation and policy implementations; a Master of Administration – Leadership and Management and a Bachelor of Business – Accountancy and Human Resources.

David has worked in senior management positions, as a Chief Executive Officer, General Manager and Director in the local government sector for over 25 years. His Chief Executive Officer employment has been in rural, metropolitan, peri-urban and coastal local government authorities. David possesses expertise in planning, economic development and sustainability, whilst also having a focus on growing the potential of staff. David is currently the CEO at Mt Isa City Council.

David holds six university qualifications, including a Masters of Business and has completed the Institute of Company Directors Course. David was the inaugural Chair of Economic Development Australia and has held board positions on private companies, as well as not for profit organisations. David is dedicated to best practice in local government and as a Chief Executive Officer focuses on policy development and continuous improvement, as well as acting as a mentor to young leaders in local government, both in Australia and overseas.

Most recently David led the financial recovery of the Southern Downs Regional Council, as well as managing natural disasters such as floods, drought and bushfires, as well as the response to COVID-19. David has served as the Vice President of Local Government Managers Australia Queensland and Secretary of the Queensland AFL Masters.



The New Recruits

Hear from a panel of new to local government officers; senior, junior and from different technical areas. What has been their early experience – surprises, disappointments, challenges? Does the COVID experience make local government a more or less attractive place to work? And, has the promised workplace lived up to the hyperbole?

Bec Martin

Commencing employment with Western Downs Regional Council in November 2020, Bec joined the team to carry out project management services for capital projects. The move to local government followed 7 years in the private sector with Hutchinson Builders. Bec's passion for construction quickly developed and the drive to learn led to a Diploma in Project Management and a Diploma in Building and Construction and then the achievement of securing QBCC Site Supervision licencing.

Outside work, Bec's time is spent renovating, spending time with family and friends or snuggling with two very cute daschunds.

Peta Buhmann

Fresh out of school with an open mind and no qualifications, Peta's passion for health, fitness and her love for home got her the job as one of the local pool Lifeguards and Swim Teaching Instructors. A few months later, during the Covid pandemic 2020 resulting pool closure, to keep her employed Cook Shire Council relocated her to be utilised in the Cleaning department, Records department and Customer service.

Following forward to 2021 she has gained experience as an Aqua dance instructor and separate but inclusive, to contribute further she is also an active member of the youth council committee working alongside many young adults of the community wanting to further involve, engage and inspire other youth of today.

In her own time Peta is a local musician, enjoys land and sea adventures with friends and family, covid permitting.

Joshua O'Keefe

Joshua O'Keefe is the Manager of Strategy and Advocacy and a member of the Executive Leadership Team at Moreton Bay Regional Council. Joining council in 2018, Josh's Department incorporates the Mayor's office, Media and Communications and Strategy and Advocacy teams. The team has worked collaboratively across council to deliver over \$100 million in infrastructure funding in the last 12 months. Josh's previous experience in the sector has included working for a former Local Government Minister as well as Manager of Intergovernmental Relations at the LGAQ.

John McDougall - Facilitator

John McDougall is currently based at Central Highlands Regional Council as General Manager Communities. John has held previous managerial and officer roles at Banana Shire and Bundaberg Regional Councils over the past 21 years. John also worked in the Mining industry as an Environmental Superintendent for a period of 5 years. John is mad keen on fishing and rugby league...actually make that any sport! He has a passion for managing people in a local government setting and sees this as his opportunity to make a difference. John has had a long association with LGMA on and off over the past 12 years.



State Government Update

Hear from the State Government about key priorities for coming months. What are the objectives for local government over the coming year, where can we expect to see change and how can the two tiers best work together to support Queensland communities?

Nikki Boyd MP Assistant Minister for Local Government

Nikki has been the member for Pine Rivers in the Queensland Legislative Assembly since 2015. She has dedicated her life to looking after others and fighting for a fair go for everyone in our society.

Her early working life experience as an Early Childhood Educator in addition to her career campaigning for the rights of workers in Queensland have given her a unique understanding of the day-to-day struggles that Queenslanders face.

Over the last decade Nikki has advocated for thousands of working people in predominantly under recognised female dominated industries including Early Childhood Educators, Aged Care and Health Professionals through her work with her union, United Voice.

Nikki is the Assistant Minister for Local Government and is a strong advocate for progressive social justice and the progression of women in Queensland through the Palaszczuk Labor Government.

CEO Panel

The CEO Panel is a regular feature of the Local Government Conference, allowing delegates to hear from a panel of CEOs about current challenges, distractions and successes as well as pending changes. This year, we will remind the panellists of what was said at the last CEO Panel we held (in 2019) and consider what this tells us about the nature of leadership in local government.

Leisa Dowling

Leisa has more than 25 years public sector experience, including senior leadership/executive roles across diverse portfolio areas including sport and recreation, planning, local government, parks, environment, economic development and regulation.

Since being appointed as CEO of Gladstone Regional Council in 2018, Leisa has led a transformation journey, embedded a new operating model and focussed the organisation on collective and collaborative service delivery. Leisa is passionate about influencing culture so that the people of Gladstone Regional Council are proud ambassadors of the business and are recognised for providing excellent service by our community.

Evan Pardon

Rockhampton Regional Council Chief Executive Officer, Evan Pardon has over 30 years' experience working in local government both in Queensland and Tasmania. He started his local government career with Beaudesert Shire Council and has also held positions with Livingstone Shire Council, Waratah/Wynyard Council and Latrobe Council.

He has a passion for local government and the support that it provides directly to the community.

In May 2010, Evan was appointed to Chief Executive Officer of Rockhampton Regional Council which saw his strong leadership and executive skills utilised with managing and directing a large diverse organisation.

Evan has identified a number of key priorities for Rockhampton Regional Council to ensure respect for the organisation continues and the needs of the community are met now and into the future.

Greg Chemello

Greg Chemello has been the CEO of Moreton Bay Regional Council since January 2020 following his 18-month Interim Administrator role at Ipswich City Council. Moreton Bay Regional Council (MBRC) is the third largest local government in Australia, providing services and facilities for over 460,000 residents across some 2,000 sq. km. The 1,600 employee, \$700M turnover, \$7B asset base local government is one of the fastest growing communities in Queensland.

Greg has 35 years' experience in planning and development, project delivery and government sectors. His vision for MBRC is to craft a new and refocused vision for the organisation, that empowers the team to successfully adapt to delivering on the modern expectations of our community.

Daniel Bradford - Facilitator

Daniel is the Business Opportunities and Improvement Lead for Cassowary Coast Regional Council in Far North Queensland. Daniel has been in Local Government for his entire working career and for the past eight years has been managing a broad range of teams including Rates, Finance, Customer Service, Business systems, Libraries, Asset Maintenance, Facilities and Project Management. He started his local government career at Broadsound Shire Council back in 2005 which merged into Isaac Regional Council before he and his family made the journey north in 2013. Daniel's efforts were recognised in 2020 as the Queensland LGMA Young Manager of the Year and went on to receive a highly commended award at the 2020 LG Professionals Federation Awards.

Concurrent Sessions

Council Show and Tell

In these break-out sessions, a varied selection of councils and providers to local government will present recent initiatives that are innovative or provide a model for other councils and which are easily transferable across areas. There is no need to repeat the mistakes of others or recreate work already done, instead, drop in on these sessions to learn from colleagues' successes.

10.30am - 11.00am

Getting tough Council decisions over the line Rachel Cooper, CEO North Burnett Regional Council

North Burnett Regional Council has been leading the movement to address the long-term sustainability of their region and local government in Queensland as a whole. This includes leaving no stone un-turned as they review service delivery, assets and processes to turn their Council around. It also means having tough conversations with their councillors about making tough decisions.

Councillors can't do the heavy lifting alone and as public servants it is our responsibility to provide them with transparent information, accurate data, quality community engagement and professional advice to assist them to make well informed, evidenced-based decisions.

In this session, CEO, Rachel, explores NBRC's journey to date and how management has supported a brave and bold Council to create change in the region.

As an experienced CEO, Rachel is an accomplished strategist and change agent, with strong political nous and a focus on people and key stakeholders. Having worked across State and Local Government and NGO's, Rachel has a breadth of policy and service reform experience including community services, aged and disability services, youth services, tourism and economic development.

Rachel has been instrumental in leading organisations to achieve measurable results, through a combination of people centred leadership, creative problem solving and sound governance. With exceptional bipartisan networks across all levels of government, Rachel brings an engaging communication style and a flair for cutting through the clutter.

It has been nearly two years since Rachel moved to the beautiful North Burnett Region and embarked on a long-term sustainability journey for the organisation alongside Councillors, the community and staff. Rachel is passionate about all Australians belonging to a strong, sustainable and inclusive community, one that is supported and enabled by government organisation with good leadership and governance.

IndigiScapes Centre - working to protect the natural environment and ecosystems

Kirsty Leckie, Service Manager Environment and Education, Redland City Council

Redland's IndigiScapes Centre (IndigiScapes) aims to deliver inspiring and engaging experiences to the community and visitors to connect with nature and enjoy all that the Redlands Coast's unique flora, fauna and natural environment has to offer.

IndigiScapes is an innovative way for Council to help community and visitors to learn more about conservation, sustainability and green living. Redland City Council is aiming to build resilience and potential for regeneration in the environment and communities in Redlands City. The activities and programmes offered via IndigiScapes enables Council, the community and the natural environment to be prepared to respond to change.

Kirsty Leckie is the Service Manager Environment and Education for Redland City Council and has over 20 years' experience in environmental management, community consultation, stakeholder engagement, environmental policy and legislation. Kirsty's experience includes state and local government authorities, industry (mining, industrial, consumer goods, etc.), not-for-profit environmental organisations and research and development corporations.

Growing up in tropical Far North Queensland, Kirsty developed a love of the environment from an early age and spent many hours exploring, collecting bugs and bushwalking. At 17 Kirsty left the tropics and headed south to university and has spent the years since travelling and working throughout Australia and overseas. Her broad project experience includes rail development works in West Africa, studying the impacts of agriculture on the Great Barrier Reef, and restoring native landscapes.

Nowadays Kirsty lives in South-East Queensland and continues to enjoy sharing her knowledge of the natural world and how environmental science can help us build a more sustainable future for all, inspiring a new generation to care for our planet. Kirsty's professional experience is complemented by tertiary qualifications in environmental science and management (postgraduate and undergraduate) and business (Master of Business Administration, 2012).

11.00am - 11.30am



Regional Hub Training Delivery Erin Burns, Team Leader HR Services, Cairns Regional Council

The remote nature of many local governments and limited number of technical and operational roles makes face to face training in accredited qualifications expensive despite generous User Choice subsidies and location allowances provided by the State Government. Cairns Regional Council has coordinated multiple training programmes across a range of industries and these experiences have provided insight into how councils can collaborate to deliver industry training that is currently unavailable in regional areas. This is usually due to individual councils not being able to meet minimum group numbers to support local delivery and would often need to send employees to capital cities.

Erin will provide examples of programmes that have been delivered to date, including participating in the Queensland Water Regional Alliance Program's *Water Industry Worker* and the scalability of such an approach, as well as the benefits for those involved and the organisation.

Erin is the Team Leader of HR Services at Cairns Regional Council. With 15 years' experience in local government across service quality, governance, organisational development and HR, Erin is driven to finding solutions to multifaceted and complex organisational issues and approaches these opportunities with respect and collaboration. Erin is motivated by a curiosity to understand the issue and root causes and has a passion to empower the workforce through proactive learning strategies and tools. Erin is a Cairns local whose family has lived in the region for many generations and views her role as a way to give back to the community by supporting the personal and professional development of the organisation and its employees to be leaders in the community and in local government.



Integrating Infrastructure, Offsets and Environmental Outcomes - Cedar Grove Environmental Centre Trevor Kanapi, Natural Environment and Sustainability Program Leader, Logan City Council

An engaged and supportive community, positive environmental outcomes and wastewater infrastructure are often seen as incompatible, however, this presentation from Logan City Council flips this stereotype on its head. Come and hear about how an innovative, award-winning local government environmental offset framework, combined with extensive community engagement and partnerships, has led to a state of the art wastewater treatment system also known as the Cedar Grove Environmental Centre.

Trevor Kanapi brings a wealth of experience from a broad range of international consultancy and national/local government roles in the fields of natural environment, sustainability and environmental health. Trevor's current role as Natural Environment and Sustainability Program Leader with Logan City Council involves the leadership of teams responsible for the delivery of natural environment strategic planning, land acquisition, capital and green asset project delivery, planning scheme development, climate resilience/sustainability programmes, waterway and wetland catchment management and delivery of environmental partnerships, projects, events and grants to the community. Recent achievements include the successful development and endorsement of State and National award-winning programmes and projects including city wide River Visions, natural environment and sustainability projects, eco-efficiency and carbon neutrality strategies, land acquisition prioritisation frameworks and the initiation and delivery of local government environmental offset programmes (vegetation and storm-water quality).

11.30am - 12.00pm

Influencing Upwards: Lessons from the Floor Sarah Frew, Danielle Matthews, Sha-Lane Gibson, Cook Shire Council

The Cambridge dictionary defines an Influencer as "someone who affects or changes the way other people behave". We are all aware of social media influencers but are you aware of the influencers within your organisation?

Influencing Upwards focuses on allowing input and developing good working relationships between staff and management. It enables organisations to make the most out of employee's strengths, skills and experiences - creating an environment where your managers, directors and even CEO's can turn to their staff, regardless of position or level for direction and input. Sha-Lane Gibson, Sarah Frew and Danielle Matthews, 'influencers' from Cook Shire Council are here to share their experience of influencing upwards and their thoughts on the importance of listening to those who will one day be running your Councils.

Sarah Frew

My name is Sarah Frew, I am currently evolving my career within the finance sector of local government. Originally from Victoria, I moved to Cooktown with my family in 2010, attending the local state school and graduating in 2017. Following graduation, I created a country clothing brand called Beer N BullDust which is now sold online Australia wide. I began my local government career when I was 18 years old as the Cook Shire Council Accounts Payable Officer. With the support of my Council I have recently completed a Certificate IV in Accounting & Bookkeeping and am about to commence a Diploma in Accounting. When I am not working for Council or managing Beer n BullDust, I can be found in the paddock training my horses or traveling with them to barrel racing competitions.

Danielle Matthews

I have been a local resident in Cook for over 15 years, having family ties in the region for much longer. Growing up in a remote locality in Far North Queensland, I thoroughly enjoy exploring the countryside, camping and riding horses. I began my career in Local Government as the Accounts Receivable Officer at Cook Shire Council in February of 2021, having 7 years' previous experience in the Private Sector working my way up to a management position at the local supermarket. With the support of my Council, I am about to commence a Certificate IV in Bookkeeping and Accounting with aspirations of continuing a rewarding career in Local Government continuously developing and evolving my career.

Sha-lane Gibson

Ngathu gutil Sha-lane, ngayu Waymburr, Nuguul, Gamaay Warra bama Guugu Yimithirr ngun.

My name is Sha-lane, I am a Guugu Yimithirr Indigenous person descending from the Waymburr, Nuguul and Gamaay clan groups in Far North Queensland. I spent most of my childhood growing up in Hope Vale and attending the local primary school there with family, throughout secondary education I attended boarding school down south in Toowoomba where I learnt the importance of education and using that as a tool to further myself in life.

After completing my secondary education I moved back home to start my career where I worked in Money Management, assisting indigenous people throughout Cape York to build financial literacy and make informed decisions when it comes to their money. After 6 years it was time to come home and work directly with family and support local indigenous peoples. I am currently in my role as the Events and Cultural Officer for Cook Shire Council.

The Future of Local Government - Embracing Connectivity and Customer Centricity Keirstyn Spencer, Director Advisory, Qld Local Government Lead, KPMG

Local government organisations worldwide face an important opportunity to revolutionise how their organisations function in a new era of digital capabilities and the fast-evolving expectations of their customers - the citizens, businesses, partners, leaders and stakeholders across the diverse communities they serve.

The future of local government - digitally enabled, data-driven, agile and customer centric - is unmistakably upon us. And as KPMG's global research reveals, there is not much time to lose on this inevitable journey as the remarkable pace of change accelerates in today's hyper-connected new reality.

Hear about the latest research and trends in the Local Government sector and the roadmap towards a new reality of fully connected local government organisations and personalised, customer-centric capabilities.

Keirstyn is an experienced business transformation and government service delivery and policy expert with a strong focus on engagement and collaboration, and the ability to identify solutions to solve complex problems while ensuring future focused strategy and outcome is front of mind. With experience across all three levels of government (Local, State and Federal) in Executive and Senior Management roles, Keirstyn as a Director at KPMG, brings public sector transformation and operational and service delivery experience to assist Local Councils with a range of strategic and tactical requirements, including strategic planning, operational improvements and whole of Council transformation projects that see them become more agile, efficient, digitally capable and customer focused. Keirstyn has a passion in working with government organisations to transform and drive operational and service delivery improvement and excellence to enhance community experience and outcomes.



We have Lift Off

After an aborted attempt to run the Propeller Programme in 2020 (no need to explain why) the 2020 intake reignited in February 2021 and managed to complete their programme. Hear from participants about their group project and what they have developed to support councils in attracting the next generation of employees. Their project included considering how local government can become an employer of choice for young people, pro-actively marketing to schools, TAFE students and universities. Buckle in for take-off on the 2020/21 Propeller initiative.

Sean Beck

Sean is a Planning Officer with Southern Downs Regional Council.

Graduating from the University of Queensland with a Bachelor of Regional and Town Planning, Sean embarked on a local government career. In his 3 years' experience in the sector, Sean has developed skills in both development assessment and strategic planning practices. Prior to his recent appointment as Planning Officer in August 2021, Sean has held positions as the Development Assessment Coordinator and Strategic Planning and Project Coordinator, evolving his skills in all facets of the planning practice and leadership.

In early 2020, Sean was fortunate enough to be selected to participate in the LGMA Propeller Programme. It was there that Sean and the team delved into the hottest topic in local government at the moment: How can councils become an employer of choice for young people? Sean will expose what they found and how it can be applied to your Council.

Brooke Maisey

With eight years in marketing and communications roles, with four of those in local government, Brooke Maisey is currently the senior communications officer at Isaac Regional Council. Brooke's passion for regional Australia and local government came from being the event manager of the Country Living Expo, where regional council's from across NSW would come and sell the benefits of their community to Sydneysiders looking for a tree or sea change.

Brooke was headhunted to work for a marketing agency with a focus on brand development, often travelling around NSW and south Queensland conducting brand and marketing workshops to empower small to medium businesses to effectively market their story. Taking a leap and relocating 1,400km away, Brooke moved to Moranbah to work as the senior communications officer at Isaac Regional Council. Brooke's drive with Isaac has always been to put community first, which has led to her spearheading large community driven projects and working hard to ensure council communications are transparent and fun.

Mitch Turner

Mitch Turner is a Design Coordinator at Noosa Shire Council, a position he has held for approximately four years. Prior to expanding into local government, Mitch held positions in the corporate sector, including: Civil Engineer at Projex Partners for 2 years and Civil Structural Engineer at Opus International Consultants for 8 years. Mitch holds a Bachelor's Degree in Civil Engineering.

Outside of work, Mitch enjoys the great outdoors, sport and family time.

Zoom in on LGMA

Meet the incoming LGMA Board of Management and learn what LGMA has been doing over the past months along with all the good things still to come. Help shape our activities and priorities.

Closing Keynote Presentation

Lorin Nicholson

Many people consider living a normal life a huge achievement for someone who is blind. If this is the case, then Lorin is definitely not normal. At age four, doctors diagnosed Lorin with a genetic eye disease called Retinitis Pigmentosa RP and with only 10% sight, was declared legally blind.

Despite the enormous challenges of blindness growing up and the pessimistic views and low expectations of so many, it soon became obvious that Lorin possessed an incredible inner strength, resilience and determination that would see him destined for great things.

Today Lorin not only understands the keys and principles for success, he personifies them and now shares this knowledge and experience to thousands of audiences around the country and the globe.

Lorin is a successful businessman; a record-breaking cyclist; an award-winning musician; best-selling author and an industry leading Remedial Therapist.

SPECIALISTS IN LOCAL GOVERNMENT LAW

Effective. Practical. Proven.



Drawing on genuine experience and proven ability,
King & Company provides a service unique to local government.

The firm's size and depth of expertise enables us to deliver a full range of legal services to local government, which is unrivalled in the marketplace.

Continuous exposure to the broad spectrum of legal issues that confront Queensland local governments enables us to characterise and resolve, more effectively than any other legal service provider, the legal difficulties that those issues generate.

Contact Tim Fynes-Clinton on (07) 3243 0000 or tim.fynes-clinton@kingandcompany.com.au or visit our website www.kingandcompany.com.au

**KING &
COMPANY**
SOLICITORS

Good advice can boost your employees' financial wellbeing



Is the financial wellbeing of employees a priority for your council?
Financial stress can be one of the biggest causes of poor mental health and declining workplace productivity and engagement.



LGIAsuper is here to help

As experts in local government superannuation, we can support the financial wellbeing of council employees through advice, support and education services. Financial advice can be one of the most effective ways to help employees make informed decisions about their superannuation.

To find out more about our education and financial advice services for you and your employees visit us at the LGIAsuper booth.

Darren Cali, Senior Relationship Manager
dcali@lgiasuper.com.au | 0438 123 287



LGIAsuper
Let's Grow

■ SUPERANNUATION ■ INVESTMENT ■ ADVICE ■ INSURANCE

This advertisement has been produced by LGIAsuper Trustee ABN 94 085 088 484 AFS Licence No. 230511 as trustee for LGIAsuper ABN 23 053 121 564. Any questions can be referred to LGIAsuper by calling us on 1800 444 396 or by emailing us at info@lgiasuper.com.au. LGIAsuper has engaged Industry Fund Services Limited (IFS) ABN 54 007 016 195 AFSL No 232514 to facilitate the provision of financial advice to members of LGIAsuper. LGIAsuper Financial Advisers are Authorised Representatives of IFS. Additionally, LGIAsuper has also engaged Link Advice Pty Limited ABN 36 105 811 336, AFSL 258145 to provide LGIAsuper members with access to limited personal advice over the phone with respect to LGIAsuper products.

Our expert government law team are North Queensland locals, and provide legal advice in a range of areas including:

- Native Title & Cultural Heritage
- Local Government Advisory
- Planning & Environment Law
- Leasing & Property
- Land Tenure
- Probity & Procurement
- Education & Training
- Workplace & Employment Law
- Local Laws & Enforcement
- Major Projects & Acquisitions



Andrew Kerr
Partner



Mal Skipworth
Partner



Martine Care
Partner



Julian Bodenmann
Partner



Julianna Cuda
Senior Associate



Marina Dunstan
Associate



Martin Wright
Associate



Julia Denman
Law Graduate



Danielle Turner
HR Consultant



Local Government specialists delivering quality support, services and solutions, backed up by practical experience and academic qualifications. We understand the Local Government Industry and its processes. We are an ISO 9001 quality certified company and we have consultants based throughout Queensland. We are committed to the advancement and best practice in Local Government Organisations. We deliver outcomes that meet your needs and support your delivery of effective governance and operational performance to your Council and your community.

- Corporate Governance
- Financial Sustainability
- Human Resource Management
- Change Management and Continuous Improvement
- Organisational & Community Development
- Workplace Mental Wellbeing and Resilience



Value for money
"It's not how much you pay, it's what you get for what you pay."

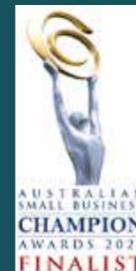
At MPG, that means quality assured, fully insured services delivered by qualified and experienced consultants who know Local Government.

All our work is peer reviewed to ensure our clients get the best support and advice. Over 20 years, we have developed and systemised our services to be efficient and ensure we deliver consistency and value for money.

Our pricing is set to ensure we are sustainable and will be around to support Local Government for another 20 years. We guarantee you will receive the best value for money services available.

Call us on (07) 4615 4902 or visit our website to discuss ways in which we may be able to assist you.

mpg@meadperrygroup.com.au
www.meadperrygroup.com.au





JLT PUBLIC SECTOR
 INNOVATIVE RISK SOLUTIONS THAT
 SUPPORT A MORE RESILIENT FUTURE



www.jltpublicsector.com

**WELCOME TO THE 2021 LGMA QUEENSLAND
 LOCAL GOVERNMENT CONFERENCE CORPORATE PARTNERS**

Please take the time to visit the Networking Lounge as it showcases a diverse range of services and products.

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**SUPPORTING
 LOCAL
 GOVERNMENT**

Find out how we mean business for local government
statedevelopment.qld.gov.au/local-government

Connect with us [@qldgovlocalgov](https://twitter.com/qldgovlocalgov)





BING TECHNOLOGIES PTY LTD

Suite 54, 26-32 Pirrama Road
Pyrmont NSW 2009
T: 1300 309 800
W: www.bingmail.com.au

Bing | EasyPost Virtual Mailroom Solution

Bing's EasyPost Virtual Mailroom solution enables council staff to securely send outbound customer correspondence via Postal Mail, Email or SMS directly from their computer without leaving their desk, or remotely if working from home.

Councils are able to streamline communication, simplify workflows and generate significant savings by reducing the overall costs associated with the processing of outbound communications.

Bing's EasyPost Mailroom is a simple pay-as-you-go service and includes free software, support and training. There are no setup costs or contracts, only pay for what you send. Visit: bingmail.com.au

THE BOARD OF PROFESSIONAL ENGINEERS OF QUEENSLAND

Level 15, 53 Albert Street
Brisbane QLD 4000
Contact: Teresa Montgomery
T: 07 3210 3100
E: admin@bpeq.qld.gov.au
W: www.bpeq.qld.gov.au

The Board of Professional Engineers of Queensland (BPEQ) is the state engineering regulator. Established in 1930, BPEQ's role is to administer the Professional Engineers Act 2002 (PE Act), regulate the engineering profession and register engineers to practise.

Engineers registered with BPEQ are given the protected title registered professional engineer of Queensland (RPEQ). Under the PE Act any person carrying out a professional engineering service in or for Queensland must be a RPEQ.

BPEQ is also charged with investigating RPEQs whose conduct falls below the standards mandated by the PE Act or persons who do not comply with the PE Act (e.g. carrying out a professional engineering service when unregistered).

Local government engineers can speak with BPEQ staff at the LGMA Conference about how the PE Act applies to their work or the steps they need to take to become a RPEQ.

BPEQ - protecting the public and setting the standard of engineering.

CORRS CHAMBERS WESTGARTH

GPO Box 9925
Brisbane QLD 4000
Contact: Brent Lillywhite, Partner
T: 07 3228 9420
E: Brent.Lillywhite@corrs.com.au
W: www.corrs.com.au

Corrs is Australia's leading independent law firm, focussed on bringing insight, innovation and agility to create success for our clients.

We are local government experts who provide comprehensive legal support to local governments around Australia. Our superior level of legal service is founded on a deep understanding of local government processes, motivators and culture. We create true partnerships with our local government clients in which we share the challenges and opportunities faced, corresponding with our commitment to provide 'top tier' legal service to drive the success of our Council clients.

Corrs is independently recognised as the leading firm in both Australia and the Asia-Pacific, having recently been voted as the number one firm in the whole APAC region by the legal 500 Client Intelligence Report. As a pre-qualified supplier of legal services through the Local Buy panel, Corrs provides industry-leading service and advice to local governments throughout Queensland.

CQUNIVERSITY AUSTRALIA

Queensland Campuses: Brisbane, Bundaberg, Cairns, Emerald, Gladstone, Mackay, Rockhampton, Townsville
Student enquiries: 13 27 86
W: www.cqu.edu.au

CQUniversity Australia boasts an impressive Queensland (and national) campus network, offering local government access to professional development, training, TAFE and higher education qualifications, with the choice of on campus, online or in the case of many traineeships, in the workplace. Our courses are designed alongside industry and employers and are designed to provide you and your staff with up-to-date, real-world knowledge and skills.

After more than half a century working with stakeholders in regional Australia, CQUniversity is now a renowned research institution in several key disciplines and the benchmark leader for how universities should engage and collaborate with communities and industry. The University's applied research focus is oriented towards impact and real outcomes, with the purpose of providing solutions to challenges and identifying new opportunities for advancement in our regions and beyond.



DEPARTMENT OF STATE DEVELOPMENT, INFRASTRUCTURE, LOCAL GOVERNMENT AND PLANNING

W: www.statedevelopment.qld.gov.au

We're working to shape Queensland's future by driving economic growth and enabling well-planned, inclusive and resilient local communities. We connect with industry, businesses, community and government at all levels to create place-based solutions that leverage regional strengths and unlock sustainable growth.

ENERGY QUEENSLAND

W: www.energyq.com.au

Ergon Energy & Energex are part of Energy Queensland. It's 100% owned by Queenslanders. As Australia's largest electricity distribution network, it connects power to 2.3 million customers.

We're all about safely delivering secure, affordable and sustainable energy solutions with our communities and customers. And we're a major contributor to the development of skills and to other partnerships within the communities we serve.

Energy Queensland energises Queensland communities from the Tweed River to Torres Strait and from Brisbane across to Birdsville.

Energy Queensland is driven by its vision to energise Queensland communities not just through its 207,000km of electricity network, but also through its commitment to deliver better outcomes for customers, employees and Queenslanders.

Every day our employees work hard to connect customers with access to power, and repair and maintain our network as quickly as possible.

We are proud to have strong relationships and partnerships with the Queensland community.

GADENS

Level 11, 111 Eagle Street
Brisbane QLD 4000
T: 07 3231 1666
E: info.qld@gadens.com
W: www.gadens.com

Gadens is a full-service commercial law firm and has been owned and operated in Queensland for more than 30 years. We have 26 partners and over 280 employees in our Brisbane office.

Gadens has been a long-standing advisor and training provider to government at all levels (local, state and federal). Our advice is far reaching and covers all statutory functions, procurement, planning and environment, property, contracting, governance, construction and infrastructure, administration law, employment and industrial relations, regulatory, litigation and debt recovery, commercial and corporate services.

We are members of the Local Buy Legal Services Panel. We are proud of our culture where the principles of sustainability and sound corporate responsibility are embraced and lived by our people every day. We provide a personalised service for our clients with the partners taking a hands-on approach to every matter. We are enthusiastic supporters of local government through organisations such as LGMA Queensland and have a fast-growing local government practice.

.id INFORMED DECISIONS

T: 03 9417 2205
E: info@id.com.au
W: www.id.com.au

.id's team of population experts combine an in-depth knowledge of people and places with online information tools to help local councils and regional authorities decide when and where to deliver services and assets to meet the changing needs of their community.

.id's online suite of tools include profile.id (community demographic profile), atlas.id (spatial atlas), housing.id (housing needs and affordability), forecast.id (population forecast) and economy.id (economic profile including impact analysis) and views.id (community values, experiences and needs).

.id currently has over 320 local government clients across Australia and New Zealand, provide more than 600 interactive website tools and also offer comprehensive consulting services including housing market analysis, community resilience, transport accessibility, demand modelling, location analysis and planning, economic forecasting and strategic planning assistance.



JLT PUBLIC SECTOR

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Fortitude Valley QLD 4006
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T: 07 3000 5519
E: jenny.dooley@jlta.com.au
W: www.jltpublicsector.com

At JLT Public Sector we do things differently.

JLT Public Sector is a Client First service provider. We use our experience, expertise and systems to achieve the results you require.

We are recognised market leaders in the field and bring unparalleled experience and capacity in providing complete risk solutions for public authorities.

This includes a specialised service in which our senior management perform an active role in the management of your portfolio. You will benefit from our extensive experience and broad network of industry contacts.

Our unrivalled understanding of Government equips us to strategically manage program requirements and deliver commercially viable tailored results.

KING & COMPANY

Level 7, Quay Central, 95 North Quay
Brisbane QLD 4000
Contact: Tim Fynes-Clinton
T: 07 3243 0000
E: tim.fynes-clinton@kingandcompany.com.au
W: www.kingandcompany.com.au

King & Company has been servicing the legal needs of Queensland Councils for more than 130 years and is proud of this unique and long-term association.

Of equal importance is the value which King & Company places on its long-term relationship with LGMA Queensland and its members.

King & Company's personnel (19 qualified practitioners), knowledge and experience, enables it to provide the quality legal advice and support your Council requires.

King & Company - Effective. Practical. Proven.

KPMG

Riparian Plaza
71 Eagle Street
Brisbane QLD 4000
T: +61 7 3233 3111
E: kspencer2@kpmg.com.au

Local councils in Australia - from the capital cities to regional communities - are facing a period of significant disruption as they deal with a range of issues including population change, budget constraints, economic transition and rising demands and expectations on services.

It's clear that these shifts require new ways of thinking about the way services are delivered and how local government organisations need to respond. Understanding citizen and stakeholder expectations, using data in smarter ways, adopting digital technologies, driving efficiencies and developing the workforce will all help to foster more prosperous and resilient communities.

KPMG's dedicated local government teams understand the environment, culture, policies and pressures that local government leaders face. We also leverage KPMG's national and international networks of deep sector expertise to help leaders connect across all levels of government and the wider business community.

LEADING ROLES

T: 07 3103 2815
E: careers@leadingroles.com.au
W: www.leadingroles.com.au

At Leading Roles, we have a shared purpose with councils - making a difference in our communities through talented people. Since 2012, we have placed more than 35 CEOs and 600 executives, managers and specialist technical staff into local government roles across Australia. Our goal is to transform the performance and culture of local governments through high performing people.

Our team offers best practice recruitment processes, a collaborative approach, expert advice and exceptional candidate care. Leading Roles provides three services that focus on recruitment, retention, engagement and partnerships.

Leading Professionals: Executive appointments, specialists and technical staff

Leading Contractors: Contractors, interim and temporary staff

Leading HR Services: Workforce planning, remuneration review and benchmarking, performance assessment and planning, development or review of position descriptions, executive development and mentoring future leaders.

To discuss Leading Roles recruitment and HR advisory services, speak with our team at the conference or contact us on 07 3103 2815, careers@leadingroles.com.au www.leadingroles.com.au



LG HUB / LG ENGAGE

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Sydney NSW 2000
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M: 0418 165 234
E: david.chapman@taskexchange.net
W: www.lgghub.com.au

LG Hub

Business Papers on Mobile Devices and Much More.

LG Hub is the next generation in content management and delivery for mobile devices.

It can be deployed on iPads, Android and Windows tablets and is also available as a web app.

LG Hub is delivering real benefits to Councils including:

- Better management and control of content
- Faster distribution of content to Councillors and Management
- A better user experience for Councillors and Management
- Reduction in the cost of printing and distribution of content
- On Boarding and training to make it easy to implement

LG Engage

Employee Engagement in the Palm of Your Hand.

APPRECIATION: ANYTIME, ANYWHERE

LG Engage is the workplace App that makes recognition and communication with your team easy.

Connect with the latest organization news, channel tailored content to specific groups, post career opportunities and much more.

Encourage with the Shoutout Wall to acknowledge great achievements, share success, make employees feel appreciated and valued and celebrate milestones automatically.

LGIAsuper

Level 20, 333 Ann Street
Brisbane QLD 4000
T: 1800 444 396
E: info@lgiasuper.com.au

LGIAsuper has been the superannuation fund for Queensland local government employees and their spouses since 1965. We are now open to the wider community, and welcome new members from many different sectors. With the completion of our merger on 1 July, LGIAsuper now looks after over \$22 billion in retirement savings for around 150,000 members.

Our strong member focus stays at the heart of everything we do. We remain close to our members and understand their evolving needs throughout their journey through life. This is why so many members choose us to be their fund for life.

LOCAL GOVERNMENT MUTUAL SERVICES (LGMS)

25 Evelyn Street
Newstead Qld 4006
Contact: Rachael Lindsay
T: 1300 542 700
E: Rachael_lindsay@lgms.net.au
W: lgms.net.au

Risk Specialists | Unrivalled Value | Owned by Members

A one-stop-shop for tailored and local government-specific coverage through the LGM Liability, LGM Assets and LGW Workcare mutual schemes.

Providing covers for Queensland councils insurable risks for over 25 years, set up to protect the interests of members and provide the stability, reliability and longevity needed in local government.

The commercial insurance market cannot match the value, services, benefits and certainty of coverage.

Focus on stability of costs and cover through a collective focus on risk which offers resilience to external factors not possible in the open market.

Unallocated capital funds are used to benefit members, to manage their exposures and reduce costs with more than \$35 million returned to members so far.

Limits of liability are established through a rigorous risk-based approach and integrated support services offer unrivalled value, including claims and risk management from industry-leading professionals.

LOCAL BUY

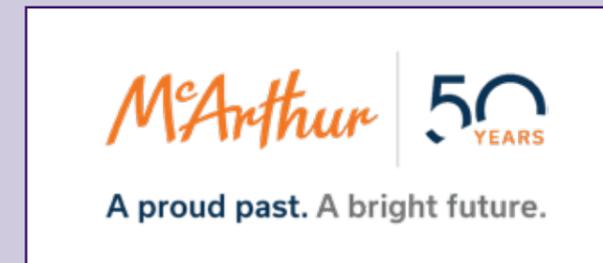
T: 1800 LB HELP (1800 779 027)
E: enquiry@localbuy.net.au
W: www.localbuy.net.au/

Established in 2001 by the Local Government Association of Queensland (LGAQ), our goal is to partner with the councils across Queensland as a gateway to connect council with your local suppliers across the diverse range of council procurement spend.

To deliver on the Local Buy commitment to be councils procurement partner, we are:

- Actively ensuring arrangements always have the most up to date and diverse range of local suppliers, with opportunities four times a year vs every 2-3 years.
- Active in technology platforms that are fully funded for council (Nex Gen Procurement Ecosystem) and free to suppliers.
- Active with our resources who are passionate about connecting buyers and suppliers to deliver on the range of procurement requirements that are needed by council to service a diverse range of communities.

Connect with us to talk about how you can utilise Local Buy as part of your procurement strategies and how we can connect to support your local suppliers.



LOCAL GOVERNMENT ASSOCIATION OF QUEENSLAND

T: 1300 542 700
E: ask@lgaq.asn.au

The Local Government Association of Queensland (LGAQ) is the peak body for local government in Queensland. We are a not-for-profit association setup solely to serve the state's 77 councils and their individual needs.

We have been advising, supporting and representing local councils since 1896, aiding them to improve their operations and strengthen relationships with their communities.

LGAQ is 100% council-owned, offering a range of support services and solutions to all levels of council employees.

The LGAQ's Member Support & Engagement team will be at conference this year to showcase a number of the Association's products and services.

The LGAQ has over 100 products and services on offer to its members.

We provide cost effective solutions to shared challenges and empower councils to adopt innovative approaches to the business of local government.

We look forward to seeing you at this year's LGMA conference and discussing how these products and services can be best used with your organisation.

LOGO APPOINTMENTS

PO Box 1048
Buddina QLD 4575
T: 07 5477 5433
E: qld@logoapp.com.au
W: www.logoapp.com.au

Established in 1995, LO-GO Appointments offers a unique service specialising in the provision of recruitment services to Local Government throughout Queensland, New South Wales and Western Australia.

We are experienced in all aspects of end-to-end recruitment and offer a range of human resource solutions from contract technical and professional placements, permanent placements, executive staff selection and labour hire engagements.

LO-GO Appointments is experienced in sourcing and supplying Employees within the following Local Government fields: Corporate / Community Services; Communications; Engineering; Environmental; Finance; Human Resources; Local Laws; Management; Office & Administration; Science & Technology; Town Planning; Trades and Skilled Workers.

Our aim is to work collaboratively with our clients and to provide Councils with a tailored recruitment process that reflects a comprehensive understanding of the specific needs of Local Government Employment.

To find out how we might be able to assist you in your recruitment and staffing needs please visit the LO-GO Appointments stand.

MAXIMA

T: 1300 629 462
W: www.maxima.com.au

Maxima is a leading, not for profit Disability Employment Service provider with over 60 easy to access locations across Australia.

Maxima provides specialist support and assistance to anyone living with a disability, injury or health condition to help them prepare for, find and maintain employment. We also assist NDIS customers, through the Finding and Keeping and Job program and also SLES (School Leaver Employment Supports).

We build our services around customers' needs, goals and strengths - working together with employers to secure the jobs our customers want, as well as providing ongoing on-the-job or off-site employment support.

Our Queensland team members are dedicated to serving their local communities from 11 local office locations - from Logan to Cairns.

For more information, please contact us on 1300 629 462 or visit Maxima.com.au

MCARTHUR

Level 17, Brisbane Club Tower, 241 Adelaide Street
Brisbane QLD 4000
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W: www.mcarthur.com.au

McArthur has been providing recruitment and wider HR based solutions to the Australian Public Sector since 1969. As we pass our 50th year of business, we continue to grow and develop our expertise to the point where McArthur is now widely recognised as the industry leader on a national basis.

McArthur employ a team of over 20 recruitment professionals solely focused on the Government and Public sectors. With combined experience in excess of 250 years, the McArthur team represents the most insightful and experienced specialist resource in Australia.

Our experience covers all aspects and levels of permanent and temporary recruitment. From senior level solutions including complete 'C-class' team recruitment and multi-disciplinary management positions, to single appointments at every level up to Director and CEO.

In addition, Talent Architects, the Management Consultancy division of McArthur, work with Local Government right across Australia delivering a broad range of people and HR-focused initiatives including performance measurement and management, staff engagement surveys, organisational development, and remuneration strategies.



MCCULLOUGH ROBERTSON

Level 11, 66 Eagle Street
Brisbane QLD 4000
T: 07 3233 8928
W: www.mccullough.com.au

McCullough Robertson was founded in Barcaldine in 1926 and has acted for Local Governments for almost 30 years. We are passionate about the work we do for Local Governments and the community, and we care about how our advice is delivered and implemented. We understand the essential roles Local Government plays across different industries, and State and Federal Governments in the context of serving their communities. McCullough Robertson's commitment to the industry is much more than sponsorship. It is demonstrated by:

- our dedicated Local Government industry group, consisting of a number of lawyers from across our full-service firm;
- our deep experience gained from working with many councils across Queensland;
- being a long-time supplier to, and supporter of Local Buy, and
- being a long-time supporter to key Local Government industry associations such as LGMA, and IPWEA.

MCINNES WILSON LAWYERS

23/345 Queen Street
Brisbane QLD 4000
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Offices: Brisbane, Maroochydore, Canberra, Melbourne, Sydney, Adelaide
Email: mcw@mcw.com.au
W: www.mcw.com.au

McInnes Wilson Lawyers is a full-service law firm representing local governments since 1990. We have a proven track record of providing quality, cost-effective legal advice and delivering outcomes for local governments.

We provide legal services at the forefront of policy and statutory reform whilst having regard to your public duties, political objectives and the specific requirements of your organisation. We take the time to work with you and understand local concerns to sustain local government policy objectives in our services.

Our dedication to the local government industry is proven by having:

- 18 Principals dedicated to Government
- 9 Key areas of expertise; Corporate and Commercial, Planning and Environment, Insurance, Insolvency, Property Law, Employment and Industrial Relations, Administrative Law and Governance, Native Title and Indigenous Law, and Construction and Infrastructure Law.
- Represented more than 30+ Qld local Governments in the 2020-21 financial year.

MEAD PERRY GROUP

T: 07 4615 4902
E: mpg@meadperrygroup.com.au
W: www.meadperrygroup.com.au

Mead Perry Group has, since 2000, been providing a range of services across Australia to State and Local Governments, and other public sector organisations. We deliver services and solutions that enhance the performance of Local Government. We are here to respond to the growing number of complex issues being faced by Local Authorities.

- ✓ Our diverse team of Local Government specialists include former Council CEO's and finance, governance and human resource experts.
- ✓ Drawing on over 200 years of extensive Local Government experience and relevant undergraduate and postgraduate academic qualifications.
- ✓ We have been providing valuable support to our clients for 20 years.
- ✓ We are a Local Buy preferred supplier.
- ✓ We are ISO 9001 quality certified by Sci Qual International.
- ✓ Providing valuable support to our clients in a professional and timely manner.
- ✓ Professional services at a reasonable cost and with due regard to our client's specific requirements.
- ✓ Committed to quality, confidential, efficient and ongoing service.
- ✓ Our client base includes over 59 Local Authorities in Qld and NSW.
- ✓ We understand the Local Government Industry and its processes.
- ✓ We are committed to the advancement and best practice in Local Government Organisations.
- ✓ We deliver outcomes that meet your needs and support your delivery of effective governance and operational performance to your Council and your community.
- ✓ We have conducted over 323 projects in the last 6 years.

PEAK SERVICES

25 Evelyn Street
Newstead QLD 4006
T: 07 3000 2148
E: hello@wearepeak.com.au
W: wearepeak.com.au

Peak Services is uniquely placed as a commercial enterprise to focus on the needs of Queensland councils and their communities. We are wholly owned by the Local Government Association of Queensland (LGAQ) and operate as a profit-for-purpose enterprise, with all our profits boosting the LGAQ's work of advising, supporting and representing Queensland's councils.

Our purpose is to help local government achieve more and our people are at the forefront of everything we do for local government. Our people are your people. Your team. Our combined professional strengths and integrated capabilities are as diverse as the communities we support. We have people working in each and every Queensland council, that's why we understand the specific challenges faced by local government. Here's how we support Queensland local governments:

Peak Legal and Workforce - supporting the sector through servicing the LGAQ IR Helpdesk as well as providing expertise in employment law, human resources, and industrial relations.

- **Peak Training (RTO: 30003)** - delivering a range of nationally recognised qualifications and non-accredited short courses, eLearning, elected member training and Harness safety training to meet our customer and participant's personal or professional objectives.
- **Peak Recruitment** - providing executive search and selection across industry and job categories whether they be permanent appointments or interim and contract placements. Supporting the sector with organisation consulting, leadership coaching and talent acquisition advisory services.
- **Peak 24/7** - SEQ based call centre answering your community's calls 24 hours a day, 7 days a week along with lone worker monitoring and record digitisation programs.
- **Peak Consulting** - helping local government overcome the evolving challenges faced with procurement services, energy management, grant programs, as well as consulting services in project assurance, corporate governance, strategic community planning, and more.



PKF INTEGRITY SERVICES

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Brisbane QLD 4000
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W: www.pkf.com.au

Part of the PKF Australia Network, PKF Integrity Services is a national business, with staff in Brisbane, Sydney and Melbourne. This business provides forensic investigation, whistle-blower hotline, background research and risk advisory services. The practice is conducting services in seven local government Councils in Queensland and a number of other Councils across Australia. It is fully committed to servicing this sector. David Morgan is the National Head of this Practice.

PKF Integrity is part of a network of independent accounting firms acting locally and offering national and international capacity. In Australia, the PKF Australia network offers clients the expertise of more than 80 Partners and 750 staff, across audit, taxation and specialist advisory services. PKF offices are located in Sydney, Newcastle, Melbourne, Brisbane, Perth, Rockhampton, Tamworth, Gold Coast, Canberra and Hobart.

PRESTON LAW

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With 19 qualified lawyers supported by 7 experienced paralegals, Preston Law is one of the largest law firms in Regional Queensland. Since establishment in Cairns in 1992, we have earned a reputation for first-rate local government advisory services as well as for our expertise in native title, cultural heritage, and probity and procurement.

Preston Law's dedicated local government team has the experience to provide local governments with sound advice which is value for money and which balances the legal approach with an understanding of real-world practicalities across a spectrum of commercial and other issues.

Preston Law - Strong connections. Longstanding relationships. Positive outcomes.

QUTeX

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QUT Executive Education (QUTeX) has a rich engagement with industry and the public service, staying true to QUT's promise of the university for the real world.

QUTeX leverages and integrates expertise from across the university to co-create fit for purpose, high impact, short courses, open programs, and custom education solutions with local, national and international corporate and government organisations.

Our highly developed capabilities for customisation at QUTeX are achieved through bringing together resources from across the university to meet your specific needs. The resulting programs are leading edge, contextualised, and encompass global best practice.

We provide our clients with the ability to leverage QUT's deep and broad areas of 'real world' expertise and experience to design and deliver skills and capabilities that are fit-for-purpose today and into the future assisting our clients to meet their organisational objectives.

QUTeX professional development and corporate education is a re-imagination of the traditional professional development model and is based the concept of learn today, use tomorrow. We deliver the latest in content thinking, customised to your needs and context, and delivered to your team using the latest in adult learning methodologies.

REDMAN SOLUTIONS

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An Australian owned and operated company, Redman Solutions is proud to be a long-term trusted advisor to over 200 local government clients across Australia and New Zealand. Our purpose is to ensure your investment in technology delivers long-standing tangible benefits for communities. We work with solutions that have been designed to solve the unique challenges of local government, by tailoring our services to meet your organisation's goals.

Over the past 20 years, we've learned and experienced what Councils need to be more effective. And just as importantly, we've learned how we can help each council transform the way they deliver services through connecting people with technology to deliver results.



SAFETYCIRCLE

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The SafetyCircle Program is an award-winning powerful workplace cultural change program that is designed using straight forward language and frameworks around the world. Working with many local governments in Australia, SafetyCircle builds a positive Work Health and Safety (WHS) culture in organisations by empowering each person to make choices inside the circle that are consistent with managing risks well.

We have found that the key outcome is people develop a positive attitude and take responsibility for their WHS; attitudes like: 'WHS is about me, so I'll speak up more and participate'; 'I'm willing to interrupt my own unsafe acts and those of my workmates'; 'WHS keeps me safe so I can enjoy my life and my family'; and so on. As a result of increased reporting, large and small WHS issues are routinely resolved, incident and injury events decrease and teams work better together to achieve their goals.

SHEPHERD SERVICES PTY LTD

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Experience That Delivers

Out of the box thinking and a collaborative approach are key to SHEPHERD's ability to deliver practical solutions that work for local government.

SHEPHERD are experts at combining 20 years hands-on engineering experience with leading edge technology to create simple yet powerful tools that enable councils to achieve best practice asset management, tailored to them.

Our people know local government because they are local government professionals - from qualified engineers and GIS specialists to senior technicians and project managers.

SHEPHERD are the creators of the portable and affordable Road Asset Condition Assessment System (RACAS) used by councils Australia-wide to quickly and cost-effectively survey road assets to develop defect logs, renewal modelling, and works programs; as well as provide pre-disaster condition evidence.

Our new Online Road Management Hub uses sophisticated GIS technology combined with our practical road management expertise to visually map work programs allowing councils to create and update data live - anywhere and anytime. A powerful planning and communication tool, the interactive Online Hub centralises and displays complex datasets in a user-friendly format to assist informed decision making and stakeholder engagement.

Visit our booth to discover more about the SHEPHERD difference - we can assist your Council to connect financial goals to engineering outcomes with quality information you can trust.

SHIRE NETWORKS

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Shire Networks is all about personalised service.

We have operated as an independent business focused on supporting small to medium local government for over 10 years. Our staff have a diverse IT and Telecommunications background.

By focusing on technology from a business perspective we can help optimise your ICT budget and we design systems to be robust, fault tolerant and with capacity for growth.

We strive to minimise the effect of IT issues on your business by monitoring and managing your network.

We can complement your local IT team or contact by combining our expertise with their local knowledge of your business including mentoring of your IT contacts.

Services include:

- Technical support.
- IT project planning and network design.
- VOIP Phone System implementation and management.
- Cloud based services.
- Sales of IT Hardware, Software and Consumables.
- Independent IT system audits.

STATEWIDE NOVATED LEASING PTY LTD

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Statewide Novated Leasing Pty Ltd ("Statewide") is a 100% Queensland-owned company that has provided salary packaging and novated leasing services for the past 19 years. Statewide's core salary packaging service is to provide financial and income tax information and explanations about novated leases to Government and private employers and employees.

Statewide is contracted to the Queensland Government for novated leases, and is an approved LocalBuy Supplier for Local Government associations of Queensland and Tasmania under the Prequalified Supplier Arrangement for BUS278 Human Resources and Employee Services. Under this arrangement, employees have access to salary packaging novated leases, remote area benefits and electronic devices.

Statewide is "unique" in that unlike many of its competitors, it is fully licensed to manage Employer/Employee trust accounts.



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TechnologyOne (ASX: TNE) is Australia's largest enterprise software company and one of Australia's top 150 ASX-listed companies, with locations across six countries. We provide a global SaaS ERP solution that transforms business and makes life simple for our customers.

Our deeply integrated enterprise SaaS solution is available on any device, anywhere and any time and is incredibly easy to use. Over 1,200 leading corporations, government agencies, local councils and universities are powered by our software.

For more than 33 years, we have been providing our customers enterprise software that evolves and adapts to new and emerging technologies, allowing them to focus on their business and not technology.

TELSTRA

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The Internet of Things (IoT) offers unprecedented, data-driven insights across your business, giving you the power to better inform and automate your processes. Visibility like never before has the power to transform decision-making and optimise your business so you can respond, adapt and predict the changing needs of your customers and your business.

Unlock a future of lower overall costs, improved efficiency, better customer experiences, and opportunities to discover and grow revenue streams.

Telstra will work with you to make an IoT-powered future possible, today.

YURIKA

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At Yurika, we power possibility and build capacity for change. We connect communities through state-of-the-art telecommunications and digital solutions. We make your energy and infrastructure ambitions a reality; and we offer real-time metering data insights that can transform your business.

Our bright thinking, innovative team makes it easy and partners with you to deliver full turn-key solutions across our dynamic and diverse service and product offerings. With a rapidly growing national footprint, we deliver projects of any size or scope and take a fit-for-purpose, best-for-project approach, from start to finish.

To find out more about our innovative services and products visit yurika.com.au

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