



**LGMA Queensland
Annual Local Government Conference**

Gladstone 6-8 September 2022

***Breaking the mould: transitioning to the
next generation of leaders***

Conference Session Information

Programme

Breaking the mould: transitioning to the next generation of leaders

Welcome to the 2022 Local Government Conference.

The future local government is nipping at the heels of past iterations.

Social and demographic changes across communities, shifts in technology, the increased pace of change and more frequent and diverse 'shocks' are all driving a fundamental alteration in who and what local government is.

Perhaps more significant than all of those things, will be the impact made by the future leaders of the sector.

These leaders, some of whom have already started in their local government careers, will need to bring different skills and attributes to their roles. They will have cut their teeth in the dynamic, digital era and their demands and expectations from work will differ from their predecessors.

In this conference, we explore the next generation of leaders of local government as it evolves in coming decades and discuss what we, as a sector, need to do today to ensure that we attract the best, support their development and retain them, all the while setting them up for success. If we do this well, today's leaders will protect and enhance the reputation of the sector and provide Queensland communities with local governments which deliver for future generations.

Conference Sessions

Where are we now?

To know what a transition might look like, it is important to understand the current state. This means considering local government officers of 2022: who they are, how we attracted them and why have they stayed in the sector?

Perceptions of local government

Do we need to change the perception of local government to better match reality and, at the same time, improve the experience for employees to better meet their needs now and in the future? Is this something to tackle at a sectoral level, rather than council by council?

Local government as a career

What does local government have to offer and why would you embark upon a local government career (or not)? Through this theme we consider different aspects of the

sector with a view to identifying where our future employees will come from and how they will operate. This will include consideration of whether alternative working structures become the norm and if single employer work is a thing of the past for technical specialists?

Mapping careers of the future local government officer

Moving from current to future, this session explores what local government offers employees in terms of what matters to the next generations. Who will be the future administrators of Queensland councils and what will they be asked to do? Therefore, what skills, attributes and experience will they need to bring to the role and how can we act today to set them up for success in the future?

Local government: Employer of choice 2030?

What is the local government 'brand'? What do we offer across the sector as an employer, beyond what we offer as individual councils? Can we do more to secure a positive 'employer brand' which will be necessary to secure the commitment of future leaders and workforces?

Importantly, how do we build a pipeline of qualified people who will become future leaders across the sector?

Designing Smarter Communities: A Moment to Pause and Reflect

What will be the consequences new technologies will have on communities and the local government organisations which serve them? How do we prepare to ensure the decisions we make today, allow the future leaders to embrace the coming technologies in efficient ways and that we are not creating bureaucratic processes and practice which will need to be undone in short order?

Showcase sessions:

As always, the conference will showcase good practice case studies, including those from Queensland councils, relevant to the theme.