

Presentation Summary

Emerging Leaders Program

The LGMA (SA Division) is developing an Emerging Leaders Program.

The aim of the project is to develop a program to provide aspiring leaders in Local Government with the appropriate skill sets to increase their potential to achieve their aspirations. The program, which will be underpinned by the CEO Competencies Framework developed by the LGMA (SA), will be developed incorporating content and activities relevant to emerging and current leaders in Local Government. Case studies and relevant documentation will support the program which will include both individual and group work and practical applications.

The objectives of the program will be to:

- Develop people who will lead Local Government in the future
- Develop people who will lead at all levels in their Councils
- Provide an opportunity for participants to network with emerging leaders from different professions to build stronger links and understanding between professions
- Increase appreciation of the wider issues in Local Government in SA
- Utilise the resources of the Local Government sector to provide practical experiences of leadership within the Local Government context
- Provide training for emerging leaders that is not necessarily 'management' focused
- Retain emerging leaders within the Local Government sector

A structured program will be developed incorporating content and activities relevant to emerging and current leaders in Local Government. Case studies and relevant documentation will support the program that will include both individual and group work, and practical applications covering the following topics:

- Leadership Challenges
- Leadership Attributes
- Adaptive Leadership
- Understanding Yourself and Others
- Working with Others
- Future Directions

It is anticipated that the program will be based on a combination of expert input and an experiential learning model providing extensive interaction amongst program participants. Key elements of the program will include:

- Exposure to a broad range of experiences and observations
- An active role for participants in the management and implementation of the program
- A 'learning by doing' approach

The program will consist of a series of day-long interactive sessions, spread over six months.

The Emerging Leaders Program will be of benefit to:

- Current leaders
- Those who aspire to positions of leadership
- Those who aspire to provide leadership in a particular area of interest

Presenter Summary

Ray Pincombe has had a long career in Local Government. He has worked at Executive Level for over 17 years and is currently CEO at the City Of Prospect. Ray has a background in General Management and Financial Management.

Ray is also a member of the LGMA (SA Division) Divisional Board and the LGMA National Board. He has the responsibility for education and events in SA for the LGMA and this includes setting up an Emerging Leaders Program for aspiring leaders in our industry.

Ray believes it is critical that we develop our emerging leaders as they are the people who will lead local government in SA into the future. He also stresses the importance of leadership, and above all having an enjoyable experience working with great people.