

Australian Applied Management Colloquium

Public sector case study: Helping local councils engage and inspire their teams

Bass Coast Shire Council



● ● ● ● The Shire's journey

How did the in-house Colloquium program evolve?

Specifically, Bass Coast Shire Council's CEO had observed the need to develop the leadership team's succession plan. More generally, the Shire was looking for a leadership program for its senior leadership team. They sent out letters of interest to various training providers. WTAA responded with a proposed framework that mapped very closely with their needs.

Why did Bass Coast Shire run an in-house program?

The CEO recognised that the training was necessary for the entire leadership team: himself, the four directors and the senior managers. With a total of 25 participants, the group size necessitated an in-house program. WTAA's facilitator for Bass Coast Shire, Antony Maxwell, adjusted around 20 per cent of the Applied Management Colloquium program content to suit the particular needs of Bass Coast Shire. Two key areas that were adjusted included:

- Developing a Vision and Mission
- Strategic planning

What came up for participants during the Colloquium program?

Three key learnings came up for participants during the in-house Colloquium program:

1. The importance of taking personal responsibility for one's own actions
2. Engagement of the senior leadership team:
The leadership team having a shared sense of engagement.
3. The need to inspire each participant's own team members.

What benefits have emerged for Bass Coast Shire Council?

During the in-house Colloquium program, participants have consistently provided overwhelmingly positive feedback on the various Colloquium workshops.

To establish return on investment for Bass Coast Shire, a number of questions were posed to each leadership team member pre- and post-Colloquium. The questions were focused upon three areas: team vision, team unity and team achievement. The percentage findings for each area are below.

	Pre-Colloquium	Post-Colloquium	Difference
Team vision	48%	78%	+30%
Team unity	53%	81%	+28%
Team achievement	52%	76%	+24%

“ It was by far the best program that I have participated in during my local government career. The program was excellent, in particular the skills of the facilitator to translate the theory into practice. ”

Steven Piasente

Community and Economic Development Director,
Bass Coast Shire Council

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Allan Bawden

CEO, Bass Coast Shire Council

How has the Colloquium changed your thinking about leadership?

The power and influence of involving so many staff in the one program has been transformational. All participants have stepped up in their leadership roles in a way that is apparent to all in the organisation. There is a sense of confidence and an air of optimism that we are now better equipped to meet the challenges of the future and make a real difference in our community.

What do you do differently now?

I try to understand myself better and apply some of the great theory and practical tools we learnt on the Colloquium. I also have a greater sense of urgency, a two-year plan for my office and much more open and honest conversations with staff.

What advice would you give someone thinking about commencing the Colloquium program?

Seize the opportunity and make the most of it. It's a wonderful program and can be a life-changing experience in your personal as well as working life.

[Read more about the Australian Applied Management Colloquium here](#)

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CEO, Bass Coast Shire Council