



AUSTRALASIAN
Management
Challenge

2020



“I’ve had the privilege of supporting staff through the Australasian Management Challenge for over 10 years. It is wonderful to watch the growth in confidence as participants get to know staff who may come from various parts of the organisation and therefore have their knowledge of the breadth of Council’s role and services also grow.

Throw yourself into this challenge and I guarantee you will have the opportunity to learn about managing time, prioritisation, strategic thinking, managing stress and how to keep clarity of what the goal is. It’s about understanding your style as well as others, and along the way learning how to support each other and having some fun in celebrating the achievement of seeing it through

until the end – all valuable skills to possess not only in your current or future roles, but also in your personal life.”

*Carol Neil – Director
Community and Cultural
Development
City of Tea Tree Gully*

www.managementchallenge.com.au



What is the Australasian Management Challenge?



THE AUSTRALASIAN MANAGEMENT CHALLENGE HAS BEEN AT THE FOREFRONT OF PROFESSIONAL DEVELOPMENT IN LOCAL GOVERNMENT IN AUSTRALIA AND NEW ZEALAND FOR MORE THAN 25 YEARS.

In that time, many thousands of local government professionals have been given the opportunity to participate, grow, be challenged and learn alongside their team members and peers. Many have subsequently gone on to senior management roles.

MANAGEMENT CHALLENGE DAY

The Management Challenge is a simulation-based team building, learning and networking program using real local government themes – the types of issues that a senior management team in a council would most likely face.

The teams are challenged to respond to a series of tasks in a unique one-day, fast paced, “pressure cooker” environment. Some tasks will require written responses (such as a council report or recommendation document), some will take the form of role plays or presentations, and the teams are also scored by experienced markers on observations of how well they display energy, synergy, effectiveness and creative thinking.

It develops key skills in participants such as:



LEADERSHIP



ANALYTICS



COMMUNICATION



NEGOTIATION



DECISION MAKING



PRESENTATION SKILLS



CONFIDENCE

BEFORE THE CHALLENGE DAY

With the aid of an in-house mentor and detailed preparation kit, teams spend time together in the weeks preceding the Management Challenge to develop their skills, get to know each other's strengths and weaknesses and develop processes and strategies for the Challenge Day.

There is a real-world based “Pre-Challenge Task” that encourages teams to work together on a meaningful project prior to the Challenge Day. In past years, a large percentage of these “Pre-Challenge Task Projects” actually received council support and funding and went on to be delivered as real community projects.

POST-CHALLENGE

Detailed debriefs and feedback on overall performance and achievement on specific tasks, from professional facilitators, provide the basis for application of learning outcomes to the workplace.

Aside from taking the title of Regional Management Challenge Winner, winning teams go on to participate in the National Final held in conjunction with the LG Professionals National Congress, including live presentations in front of industry peers and senior executives from across the local government sector.

Benefits of participation

BENEFITS TO THE ORGANISATION

– as described by CEO's of participating councils:



ASSIST WITH GROWTH



BOOST PRIDE & REPUTATION



BUILD CORPORATE KNOWLEDGE



BUILD NETWORKS



CREATE STRONG TEAMS



DEVELOP LEADERS



INCREASE STAFF SKILLS



SHOW COMMITMENT TO DEVELOPMENT

BENEFITS TO PARTICIPANTS

– as described by recent participants:



ACCELERATE LEARNING



BUILD CONFIDENCE



CAREER ADVANCEMENT



CREATE TEAM SPIRIT



DEVELOP AND STRENGTHEN RELATIONSHIPS



DEVELOP NETWORKS WITH OTHER COUNCILS



INCREASE KNOWLEDGE



INCREASE PRIDE, SENSE OF ACHIEVEMENT & PRESTIGE

BENEFITS TO MENTORS

– as described by recent mentors:



BUILD CONFIDENCE



ENHANCE LEADERSHIP SKILLS



INCREASE PRIDE, SENSE OF ACHIEVEMENT & PRESTIGE



RAISE PROFILE



2019 National Final Winners – City of Onkaparinga



First Runner Up – Cairns Regional Council



Second Runner Up – City of Subiaco

Registration

Register online at
www.managementchallenge.com.au

On confirmation of your entry, an invoice and all the information you need to get started will be provided.

Early bird registrations close 29 November 2019.

Registrations close 14 February 2020.

Refer to the Cancellation Policy on the website.

Investment

The early bird team fee is: \$5,350 (ex GST)

The regular team fee is: \$5,750 (ex GST)

To be eligible for the early bird fee payment must be made by 29 November 2019.

Cancellations

Cancellation fees apply as follows:

Before 14 February 2020: 25% of fee

Between 15 February and 15 March 2020: 50% of fee

After 16 March 2020: 100% of fee

Who should be part of your team?

Anyone! You don't have to be a manager to enter – the Management Challenge is about developing people, including future leaders!

The many thousands of local government employees who have participated in the Management Challenge have demonstrated that almost any local government officer with the right attitude will take away enduring benefits from the experience.

Past participants have included staff members from all council disciplines and levels including librarians, works team leaders, IT specialists, community service professionals, marketing professionals, HR managers, arborists and experienced managers.

If you don't think you have the right staff to enter a competitive team, you may be surprised. We've recently interviewed many CEO's and they agree on one thing – it's a fantastic professional development program for their staff, and while a win is a great thing for the council, it's certainly not the main focus.

And remember, a champion team usually beats a team of champions!

Too small? Too far away? Probably not!

Sometimes councils feel they are too small to field a competitive team. However, this can also be an advantage because you may already have a highly functioning, close knit team! You could also consider entering a composite team – made up of members of your own council plus one or more other councils. A composite team from Tasmania recently won their Regional Event and went on to compete in the National Final.

There is also a Smaller Council Subsidy available for councils or groups of councils in a composite team that have less than 20,000 residents. The Subsidy is a \$1,500 discount on the entry fee.

More information on fielding a composite team and the Smaller Council Subsidy Scheme can be found at www.managementchallenge.com.au

Challenge dates

All regional finals are one-day events that will be held during April and May 2020.

The Australasian final will be held in August 2020 in conjunction with the LG Professionals National Congress.

2020 Australasian finals

The best performing team in each region will go on to compete in the Australasian final which will be held in conjunction with the Local Government Professionals Australia National Congress in August 2020. The winner of the Australasian final will be announced at the National Congress Gala Awards Dinner.

Local Government Professionals Australia will provide reimbursements of up to \$500 to individual team members for their travel to the final (conditions apply). Participating teams will also receive complimentary event entry and complimentary Congress registration including attendance at the Gala Dinner & Awards Night. Teams will be required to cover their own accommodation expenses. Information relating to accommodation including location and costs will be made available prior to the Australasian final.