

Getting Started



A U S T R A L A S I A N
Management
Challenge
2020



Getting Started



OVERVIEW

This guide will give you a good understanding of how the Management Challenge works and what it delivers, plus some good tips on forming a team and choosing a mentor.

HOW THE MANAGEMENT CHALLENGE WORKS

There are three stages to the event:

1. Preparation & Pre-Challenge Task

Team preparation

Team mentors will lead participants through a team building process to prepare for the day. They will be provided with a resource to guide them through this.

Pre-Challenge Task

All teams are required to submit a Pre-Challenge Task prior to the regional event. This will involve a specific task or some form of research or preparation on a particular subject or theme. The Pre-Challenge Task will be made available via the Management Challenge website and Team Mentors will be notified when it is available. It will be assessed as part of the overall performance, so teams should allow sufficient time to fulfil its requirements.

2. The Regional Event Day

The Australasian Management Challenge is held in each Australian state and territory and in New Zealand. These are referred to as regions.

Teams come together at a venue within their regions and are given a number of specific tasks to complete. Each is designed to deliver on the learning outcomes that relate back to the core competencies of the Management Challenge. Teams will also be required to deal with and respond to a number of simulated situations and scenarios which relate to various management themes specific to the local government environment.

These regional events will be held during April and May 2020.



3. Post Management Challenge - Translation of Learning Back to the Workplace

Your team will participate in a post-event debriefing process. This will include:

- An optional debrief by a Management Challenge facilitator
- A debrief back at work led by the team Mentor

The post-event phase is important. It is designed to help participants translate learning outcomes into a personal action plan for professional development. It also addresses how the team can leverage off the Management Challenge experience to improve processes within their own organisation. This phase should include the creation of a personal action plan by each team member and a structured process of engagement with the CEO/GM and/or senior management and/or peers. Without a commitment to this phase by the organisation from the outset, the enduring benefits of the Management Challenge experience are diminished.

And a possible fourth stage.....

4. The Australasian Management Challenge Final

Following the Post-Challenge assessment process, one overall winning team will be declared in each region. These teams will go on to participate in the Australasian Final at the LG Professionals National Congress.



Appointing a Mentor

YOUR MENTOR

Careful consideration needs to be given to the appointment of an appropriate mentor who will assist the team both in the preparation for the Management Challenge and the post event debrief.

The role of the mentor is:

- to facilitate a team preparation process
- to help your team de-brief (focusing on strengths, weaknesses and learning opportunities) at various stages both before and after the event
- to work with the team to identify and implement opportunities
- to maximise learning and capacity-building

The mentor's role is to guide the team. They should be someone who can make suggestions without directing team members and taking over the team leader role. They should be good at drawing out contributions from all team members, a good timekeeper, organised, willing to work with the team after the event and able to help the team effectively debrief and translate their learning into workplace change.

Mentors may be former Management Challenge participants, or current or emerging managers wanting a genuine professional development opportunity.

The mentor cannot be a team member.

Appointing a mentor early in the preparation phase will greatly assist with your team's formation and preparation.

All communications to your team will be through your Mentor and as such, they should be available in the lead up to the event and always ensure their contact details are up to date on the Management Challenge website.

FORMING A TEAM

Each Australasian Management Challenge team must have a minimum of five members and a maximum of six. They may be made up of staff from all departments, in management or non-management positions. A council may enter as many teams as they think appropriate.

Neither Local Government Professionals Australia nor SOLGM intervene in team selection. Each council is free to assemble teams to suit its professional development plans. Some councils will enter the Management Challenge to win, for others it's more important to introduce particular staff members to the learning experiences so they may benefit from all that the event has to offer.

Here are three common approaches to team formation:

The 'objective is winning' approach

This approach involves selection of a team whose main focus is to win. It could involve selecting the most experienced people from within council to form the team with expert skills across a wide spectrum of council activities.

The selected team (or a majority of its members) might even compete in successive Management Challenges.

It could be argued that the gains associated with this approach are short term and limited in value in terms of broader professional development and organisational growth.

The professional development approach

The aim of this approach is to ensure the greatest number and cross section of individuals gain exposure to the experience. Each year new people are selected to participate from a range of departments. The benefits to the organisation are enhanced as the new skills and knowledge flow to a greater area of the organisation.

The hybrid approach

This is where an organisation creates a team with the best winning potential but still focuses on fostering high levels of professional and organisational development.

HOW TO FORM A TEAM

A common way is to call for expressions of interest for team members. This may require an information session or the like to explain the benefits and requirements of the event. During the selection process ensure there is a cross section of the organisation represented, if the aim of entering the Management Challenge is to genuinely build capacity and provide professional development opportunities. Care should be taken to ensure existing organisational relationships do not suppress free participation. On this point, Chief Executive Officers/General Managers do not usually join teams as members, although this may be appropriate in teams from smaller councils.

It is important to note that the members of the winning teams entered in the Australasian Final of the Management Challenge must be the same team members who participated in the regional event. Substitution of team members requires the approval of LG Professionals Australia.

COMPOSITE TEAMS

Smaller councils that cannot form their own team are encouraged to enter a composite team with neighbouring organisations. Councils may also wish to enter a composite team as part of an ongoing partnership arrangement with another Council. Download the appropriate information on the website to assist in preparing a composite team for the Management Challenge.

REGISTRATION OF TEAM MEMBERS

Details of each of the team members are to be entered on the Management Challenge website by the mentor as soon as practical following event registration.



What next?

REGISTER

Registration information can be found at
www.managementchallenge.com.au

THE LEARNINGS BEGIN

Once you have registered, your team can download further resources from the website and the fun can begin.

PRE-CHALLENGE TASK

The Pre-Challenge Task will be made available to Mentors in April/March 2020. This will be assessed as part of overall team performance, so teams should plan to allow sufficient time to complete this task.

Contact details

Registration enquiries

LG Professionals Australia Office
admin@lgprofessionalsaustralia.org.au

For information on your local regional event

New South Wales Office

<http://www.lgprofessionals.com.au>
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Phone: (02) 8297 1201

New Zealand Office

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Northern Territory Office

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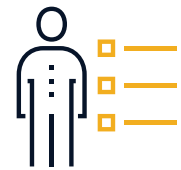
THINK



NEGOTIATE



LEAD



ANALYSE



COMMUNICATE



DECIDE



ENGAGE

