



EXECUTIVE LEADERSHIP AND TEAM

Outcomes:

The workshop will provide participants with a clear understanding of their community executive leadership role, and the need to work in the same direction, given the council's vision, mission, strategies and the community environment in which the senior management team operates.

Target Audience:

This is designed for members of the senior management team. It is preferably run as an in-house workshop for the entire senior management team (Mayor, Councillors, General Manager and Directors) of a particular council.

Duration:

Ideally two days

Objectives:

While the objectives and content can be customised to the needs of the senior management team, the two days typically includes the development of skills in areas such as assertiveness, empathy, leadership and conflict resolution/negotiation skills. It also provides team members with the opportunity to verbalise any concerns, explore differences and common ground, and identification of how to move forward as a cohesive team.

Workshop Rationale:

Why is this workshop important? Many senior management teams will be only too aware of the difficulties they face in working together and achieving mutually acceptable outcomes. Many 'teams' are anything but teams. All too often the tension and conflict between different parties is very apparent, and results in very poor achievement of work goals. This can filter through to staff at lower levels.

Positive change within the management team can occur even if a few key players develop enhanced skills, attitudes and a commitment to team building. A key aspect is taking personal responsibility for change: "For things to change, first I must change." In addition, there are some key practices that will improve team outcomes.

Does this type of workshop make a difference? One mayor who encouraged the senior management team to spend two days together on team building and vision/strategy setting summed it up neatly: "Before we spent the two days together, we simply weren't talking to each other. Now we are!" He also stated that this workshop is almost essential - especially for new teams.