



Councillor Professional Development – Needs Assessment and Program Plans

The *NSW Councillor Induction and Professional Development Guidelines* require all Councils to establish and implement an ongoing professional development plan for the mayor and each councillor for each council term.

The *Local Government Capability Framework* defines the skills, knowledge and experience needed to do the job of an elected member well. Elected members can be guided through a reflective process to consider their own strengths and weaknesses against the framework, to identify learning opportunities that might be of benefit and interest to them in their term of Council.

YOUR CHALLENGES

Engaging your Councillors to ensure that you:

- Have honest and reflective conversations with each councillor and with the mayor about their strengths and opportunities for growth and development
- Identify both individual and collective training needs
- Design and implement ongoing professional development programs that include practical and engaging activities
- Work within and spend your Council's adopted training budget for elected members

WHY CENTIUM?

We offer councils the following unique blend of skills, solutions and assurance:

- A multi-faceted team – highly skilled and experienced in local government legislation, governance, councillor roles and responsibilities, strategy and performance, training and facilitation, legal & regulatory specialists and professionals
- Our consultants have extensive and contemporary knowledge and experience within local government and in training and coaching elected members
- We offer end-to-end services which are consistent with NSW Office of Local Government guidelines

OUR SOLUTIONS

- Conduct a needs analysis based on the local government capability framework
- Use either self-reflection or peer assessment or both methods
- Sourcing or designing elected member training and learning opportunities including the 70:20:10 model
- Monitoring and facilitating implementation of the training plans if required
- Ongoing support and advice

Centium Resources	Previous Experience
Lesley Furneaux-Cook	Experience as both a Mayor and Councillor
Elizabeth Wall	Senior Manager Governance and Internal Ombudsman (various councils)
Sarah Artist	Local Government Trainer - Local Government NSW and UTS Centre for Local Government

Contact us for further information



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