

# Local Government Professionals Australia Strategic Plan 2019 - 2021



**Purpose:** *As the national voice and peak body, we work collaboratively and in partnerships to develop our State/Territory Associations and members.*

*We seek to strengthen our sector by creating national and international leadership opportunities for members to progress their careers and enrich their experiences.*

**Values:** *We value collaboration, professionalism, integrity and courage*

## **Goal 1 - Enhance State/Territory Association value through National and International opportunities**

- Strategy 1 Deliver benefits and products to State/Territory Associations to provide as part of their offerings to their members
- Actions**
- Review existing National products and eligibility (strengthen member exclusivity)
  - Promote the National and International networks on offer (e.g. a welcome package for new members introducing them to the benefits they receive and the International Mentoring Program)
  - Facilitate a National Congress ensuring it is Australia's premier annual Local Government event for Local Government Professionals
  - Coordinate and oversee the Australasian Management Challenge
- Strategy 2 Explore and deliver other products
- Actions**
- Explore Council exchanges and study tours/visits
  - Explore Federal funding and grants workshops
  - Explore national summits on key issues / policy priorities
- Strategy 3 Improve communication, cooperation and collaboration between the National and State Associations
- Actions**
- Establish a communications program between National and State Associations
  - Establish joint programs which complement rather than compete

## **Goal 2 – Improve the visibility of the sector by promoting its effectiveness and impact among the public and other levels of Government**

- Strategy 1 Improve the knowledge and evidence base for Local Government policy that builds on innovative good practices
- Actions**
- Explore opportunities to develop research and collaborative partnerships
  - Develop platforms for knowledge sharing, research and exchange
- Strategy 2 Become a trusted partner and conduit between Local Government and the Federal Government
- Actions**
- Develop and implement a policy and advocacy agenda
  - Deepen the argument for greater federal funding and a stronger partnership between Federal and Local Governments
- Strategy 3 Facilitate meaningful and relevant stakeholders' engagement
- Actions**
- Identify, map and leverage organisational stakeholders
  - Identify opportunities for joint advocacy or collaboration with like-minded organisations

## **Goal 3 - Improve the overall management of the organisation including financial sustainability, risk management and governance**

- Strategy 1 Ensure compliance with ASIC requirements and other regulations, and through the implementation of an effective corporate governance framework
- Actions**
- Develop the corporate governance framework to include a compliance checklist, risk register, delegations register and a financial performance reporting accountability
- Strategy 2 Improve the financial sustainability of the organisation through prudent financial management and planning
- Actions**
- Develop and monitor a three-year short-term financial plan
  - Identify relevant additional revenue streams and/or cost efficiencies
  - Review all organisational activities for relevance and viability
- Strategy 3 Improve organisational governance
- Actions**
- Work to support Board members and the Board's effectiveness by the development of an induction pack for new board members and associated training/professional development.
  - Undertaking regular Board reviews and evaluations
  - Review the structure of the federation
- Strategy 4 Improve operational and workforce practices

*Actions*

- Implement staff work programs, key performance indicators and regular performance reviews to ensure effective planning and accountability
- Develop a mechanism to capture and retain organisational knowledge
- Review and improve internal operational systems, relating to policies, processes and practices
- Develop appropriate policies and procedures to support staff within a healthy workplace culture
- Annual review and update of organisational structure and capabilities
- Within the team promote training and development opportunities, improved communication and transparency and develop mechanisms to create cross functional teams