



Delegate Programme

Wednesday 23 March 2022

Schedule:

8.45-09.00	Welcome
10.00-10.30	Keynote Presentation – Turn your flaw into a superpower
10.30-11.00	Morning Tea
11.00-11.15	Workshop
11.15-12.00	You are your own boss
12.00-12.45	Lunch
12.45-1.45	Stepping up and Stepping Out – Panel Session
1.45-2.30	The ‘You’ you present to the world
2.30-3.00	Afternoon Tea (working)
3.00-3.30	Workshop

Keynote Presentation – Seamus Evans



Is adversity a flaw or a strength?

This keynote presentation, ***‘Turn your flaw into a SUPERPOWER’*** is the catalyst for driving a shift in your performance. Both in your career and in your life. You'll feel inspired as you hear Seamus's triumphant journey overcoming the challenges of Tourette Syndrome to work on TV and pursue a career in the public eye.

Seamus Evans is a TV host, radio personality, stand-up comedian, public speaker and Ambassador for Tourette Syndrome Association Australia.

Seamus has always faced adversity in some way or another. His adversities included Tourette Syndrome, ADHD, Depression, anxiety and failing school. He overcame these things to have an amazing career in television, radio and stand up. After working for over a decade entertaining Australia on stage, behind the mic and on the TV screen, Seamus has taken up a public speaking career giving talks in schools and organisations sharing his triumphant journey overcoming the challenges associated with Tourette Syndrome.

Described as a funny guy with an empowering story, Seamus will explain how insignificant daily changes, compound into significant life-time achievements.



You are your own boss

Most of us have heard the saying that in order to manage others, we have to manage ourselves. But managing yourself is a fairly fuzzy activity, generally with no deadlines. What if we were to approach self-management the way we approach management of other people? We become our own boss, set our own performance goals, ensure we have the right resources and hold ourselves accountable for our performance and promises?

This session explores what self-leadership can look like and how to use it more effectively to deliver for yourself and those around.

Leanne Mash



Leanne describes herself as passionate about being of service and leading through outcomes focused on people; with engagement, collaboration, impact and effect top of mind. Making things happen in local government since the late 90s, Leanne sees her leadership role as getting stuff done, leading change, making a difference and going the hard yards to make a decent contribution.

Having worked as a CEO in local governments in NSW, Queensland and NZ, Leanne considers herself to be good with cultural change, people development and adding value to what already, while exiting the administrative detritus and accumulated junk that doesn't.

With a mix of city, urban, rural and remote environ experience, Leanne has a broad base of exposure to strategic and operational projects, programmes, human services delivery, governance, leadership roles and the day-to-day management of organisations. Before joining local government, Leanne worked in the private sector in tourism and hospitality, both at a senior management level and as an owner-operator.

With energy, vision and empathy, Leanne has brought a collaborative and solutions-focused approach to her roles that create win-win outcomes. "One of my main aims is to work hard to enhance the credibility and success of the organisations I lead", she said, "with a sense of humour and perhaps the occasional f bomb as required."

Leanne currently enjoys co-parenting two teen boys, contributing to LGMA Queensland, working with the Australian Red Cross and volunteering as a Director on Gold Coast Film Fantastic who deliver the Brisbane International Film Festival and the Gold Coast Film Festival.



Stepping up and stepping out – Panel Session

The three panellists have all stepped up and stepped out, seizing opportunities that arise both personally and professionally to build their careers and also enhance their quality of life.

They will discuss some of the challenges they have faced, opportunities they have taken and what that has meant for their own well-being and performance.

Plenty of time for questions, you will be inspired by, and find affinity with, the approaches taken by all three panellists who are officers just like you!

Teona Cousin



Teona is an experienced economic development practitioner with roles in community development, federal and local government. Following graduation from the University of Newcastle with a Bachelor of Economics, Teona completed the Economic Specialist Graduate Programme with the Department of Employment and Workplace Relations in Canberra. After completion, Teona spent the early part of her career working in the Hunter Region with roles at Lake Macquarie City Council, Catholic Care and Singleton Council.

Teona relocated to Mackay in 2015 and is currently Manager Economic Development and Tourism at Mackay Regional Council; ensuring the responsive and effective delivery of Council responsibilities in the areas of economic development, tourism, industry engagement, investment facilitation and events attraction.

Teona also oversees the operation of Sarina Sugar Shed, the Council owned and operated miniature sugar mill and boutique rum distillery.



Peter McDonnell



Peter has worked for the Fraser Coast Regional Council since August 2013, his first role in local government. He has been in his current role as Senior Executive Assistant to the CEO for just over 4 years. In 2021, Peter completed his Diploma in Local Government Administration.

His past working experience includes 5 years in the banking sector, 9 years with American Express in Melbourne as a Business Development Executive and he has also experienced short stints as a waiter in a five-star restaurant, the Centrelink call centre and Job Services network. Peter is committed to a high level of Customer Service and enjoys the opportunities his current role provides in liaising with all Council staff and Elected Members.

Venkata Phanindra Peteti (Venkat)



Venkata (known as Venkat) is an Executive General Manager with over 15 years' success in local government. He has dedicated his commitment to community empowerment and social justice and focused his career on 'giving back'.

Venkat is the Director of Corporate and Community Services at Banana Shire Council. He was the Director of Strategy Development at the National Disability Insurance Agency and held professional and leadership roles in four local governments in Victoria before moving to Queensland in 2019.

Venkat also has over ten years' experience in For Purpose and Government boards. As a Governance Mentor, Venkat supported several community organisations and For Purpose organisations. He is currently serving as a mentor to Integrate Queensland, a not-for-profit based in Central Queensland. Over the last fifteen years, Venkat has worked to strengthen service delivery eco-systems with strong business acumen, good governance, digitization, automation and a collaborative approach.

Venkat's focus is to engage stakeholders in ambitious change agendas and transformational initiatives. It's all about the *people* from the start to the end of the process.





The 'You' you present to the world

Regardless of where you work in council, you will need to present yourself to other people. It may be that you have to present ideas or give an opinion in meetings or toolbox talks, maybe you have to speak to customers or community members, perhaps you have to get up and present to a group or even a council meeting and you will certainly have to deal with other staff and your colleagues and supervisors.

Being able to present yourself credibly in different situations is not only a critical work skill but a critical life skill. In this session, consider how you currently present in different situations and what you can do to present with greater impact. Whether you avoid speaking up wherever possible, or you are a consummate professional, there will be useful tips and tricks to cover all local government situations.

Rachel Brophy



As an experienced CEO, Rachel is an accomplished strategist and change agent, with strong political nous and a focus on people and key stakeholders. Having worked across State and local government and NGO's, Rachel has a breadth of policy and service reform experience including community services, aged and disability services, youth services, tourism and economic development.

Rachel has been instrumental in leading organisations to achieve measurable results, through a combination of people-centred leadership, creative problem solving and sound governance. With exceptional bipartisan networks across all levels of government, Rachel brings an engaging communication style and a flair for cutting through the clutter.

Rachel has recently joined the Douglas Shire team as their new CEO. Previously Rachel collaborated with the Mayor and Councillors at the North Burnett Regional Council working to address the long-term sustainability of the region and the sector in Queensland as a whole.

In this session, CEO, Rachel, explores the '*YOU*' you present to the world - getting your message across and presenting confidently. This will be an interactive session, where Rachel will share some of the tips and tricks that she gained over many years of presenting ideas and plans to Councillors and Ministers, as well as staff.

She has a MBA; Graduate Certificate in Management; AICD course; Bachelor of Management (Marketing) and has completed an Executive Masterclass in influencing Human Behaviour. In her spare time, Rachel is also studying a Masters of Law at ANU. Rachel has extensive Board experience including: Western Local Automotive Transition Taskforce, Victorian State Government; Treasurer, YWCA Board and the Optometry Board of SA.



Thursday 24 March 2022

Schedule:

8.45-10.00	CEO Panel: Being the best you for your organisation
10.15-10.45	Morning Tea
10.45-11.30	You: Interacting Upwards and Across
11.30-12.00	Leading and Influencing
12.00-12.45	Lunch
12.45-1.30	Gossip, Politics and Conflicts
1.30-2.30	Presenting You Workshop
2.30-3.00	Afternoon Tea (working)
3.00-3.30	Workshop - Close

Being the best you for your organisation – CEO Panel session

Always a favourite session of the Inspire Conference, the panel of CEOs put it all out there to discuss how you can be the best you for your organisation. They have been there, done that, and will share from their own experience of what worked and what didn't. They will share some of the good, bad and career limiting behaviours they have seen, including things they themselves might have done.

With time for questions and an open and informal panel, this session always delivers great content, good advice and a few laughs.

Leisa Dowling



Leisa has more than 25 years' public sector experience, including senior leadership/executive roles across diverse portfolio areas including sport and recreation, planning, local government, parks, environment, economic development and regulation.

Since being appointed as CEO of Gladstone Regional Council in 2018, Leisa has led a transformation journey, embedded a new operating model and focussed the organisation on collective and collaborative service delivery. Leisa is passionate about influencing culture so that the people of Gladstone Regional Council are proud ambassadors of the business and are recognised for providing excellent service by our community.



Andrew Chesterman



Andrew is the CEO of Redland City Council. He has an extensive background in strategic leadership and public administration. He has held various senior executive and Director General/CEO positions within the public sector and has an authentic and motivating leadership style that builds purpose-driven, collaborative organisations.

Andrew has led significant cultural and organisational change programmes across a wide range of organisations including local and state governments and he is currently the President of Local Government Managers Australia (LGMA).

Andrew is a values-driven individual who has a history of building cohesive teams, often in the face of significant disruption, and apply his strategic planning abilities to forge and communicate a new direction and obtain buy-in from customers and stakeholders alike.

As the Qld Public Service Commission CEO, Andrew garnered the support across all Directors-General in the Queensland Government to raise departmental awareness and implement workplace strategies to respond to domestic and family violence. He also personally initiated Government's involvement in the Queensland Male Champions of Change programme and commenced its current Diversity and Inclusion Strategy.

He is a strong believer in motivating employees by communicating strong purpose and by allowing people the autonomy necessary to make decisions.

Brett de Chastel



Brett is the Principal Consultant of de Chastel and Associates. He retired in November 2021 as the inaugural Chief Executive Officer of the Noosa Shire Council. Brett held senior management roles in local government for over 25 years throughout South-East Queensland. He has experienced plenty of local government change in that time including two amalgamations and a “start-up” Council. Brett also had five years in the private sector operating a boutique local government consulting business. During this time, he provided local government consultancy services to over 25 Councils across Queensland.

Brett holds a number of qualifications including a Bachelor of Arts, a Bachelor of Law, a Masters of Business Administration and a Australian Institute of Company Directors Diploma. Brett is also a fellow of the Australian Institute of Company Directors and a fellow of Local Government Managers Australia. An active member of the Queensland Board of LGMA for many years, Brett recently retired as President of LGMA.

In his down time, Brett can be found staying fit by paddling on the Noosa River or doing surf patrols on Noosa Main Beach.



Panel Facilitator: Carly Quinn



Carly is an Executive Leadership Professional with a multi-industry background across government, sales, marketing, events, as well as business strategy, transformation and community development.

For the last four years, Carly has held the position of General Manager Strategy and Transformation for Gladstone Regional Council, most recently leading the refresh of Council's 5-year Corporate Plan amidst an ambiguous planning period with a potential renewable energy boom on the region's doorstep.

Prior to this, she was the General Manager for the Gladstone Entertainment Convention Centre and lead the team and the Centre to commercial success, ensuring the Gladstone region had a vibrant and sustainable arts and community entertainment programme.

Carly's strong background in marketing, communications, events, media and not for profit, has held her in good stead for a broad career path.

Carly is passionate about arts, education, human rights and social action. She is committed to ensuring that the region she lives, works and plays in is a strong vibrant and resilient community that is future focused and can readily find the balance between growth and sustainability.

You: Interacting upwards and across

Wherever you are in your organisation, you will have relationships upwards to your line management and across the organisation with colleagues at similar levels. These relationships each have their own characteristics and needs. As a local government officer, you have obligations to other officers in both these groups. Obligations to keep them informed, to raise issues, to take on feedback and much more, all with a view to ensure the organisation can be efficient effective and responsive.

How do you fulfil those obligations? How do you provide advice your boss might not agree with? How do you alert colleagues to unintended impacts of things they are doing in their areas? And where are the lines? This session will offer guidance on how to manage this tricky area – lessons that are not generally covered in your induction handbook!

Robert Andrews



Rob joined the board of LGMA Queensland as the Director South-East Queensland in 2019 and is currently the Vice President. He has over 17 years' local government experience working in Australia's largest local governments; the City of Gold Coast and more recently Brisbane City Council. He has worked across a number of areas from leading City's rating, debt recovery and banking services through to more recent executive appointments in Information Communication and Technology (ICT).

Rob's experience has included major programmes such as boundary and water reforms, system replacement, modernisation and improvement projects.



His experience is supported by a Diploma of Local Government (Statutory Planning) and a Diploma of Local Government (Administration). Broader qualifications include a Bachelor of Business, and he is a qualified Certified Practising Accountant (CPA). He has extensive experience in establishing and participating in good governance arrangements and leading multi-disciplinary teams.

He believes the fundamental activities of LGMA are local government advocacy, connectedness and professional development which are essential for our leaders and teams.

Leading and Influencing

Local government is a melting pot of opportunity to lead and influence, yet why do some people seem to stand out and make an impact while others get stuck going through the motions? And what differentiates them? Join this session to:

- Learn how to stand out from the crowd while navigating hierarchical challenges
- Discover 'YOU' and how to unlock your X-factor
- Gain tips on how to increase your influence, leadership, and impact
- Explore what it takes to achieve an 'Impact Mindset'

Casey Drew



Casey is an Implementation Partner at Redman Solutions and works with councils across Australia and New Zealand to deliver value through fit-for-purpose technology solutions. With over 15 years' experience in local government, Casey has held roles within IT and Records, including her most recent role as a Senior IT PM delivering key programmes and initiatives of high-risk and high-strategic value.

Within these roles, Casey has routinely worked upwards and across the organisation and traversed the extremely diverse ecosystem of functions and services that exist within regional and city councils.

As a young rising star, Casey honed her leadership skills by leaning into opportunities and challenges and learning to communicate and influence with all levels of the organisation, including applying those practical experiences into professional development opportunities such as LGMA's Propeller Programme (2016 cohort) and the Rural Management Challenge; representing the winning team at Townsville City Council in 2012.

Affectionately regarded as the "pocket rocket" by her peers, Casey is highly passionate about the value and impact that local government officers in any role can make to their organisation and the wider community and the need for all Councils to foster other rising stars who have the desire and capability to create better and brighter futures.

Casey is an accredited Senior Project Manager (CPSPM) with the Australian Institute of Project Management, a PRINCE2 and AGILE practitioner, and holds a Diploma of Management and Project Management.



Gossip, politics or conflicts: which are your energy sappers?

Just like in *Survivor*, 'the social game' is a critical part of any workplace. But also, like *Survivor*, get it wrong and you might find yourself being voted off the tribe. The social game (call it office politics, people conflicts, relationships) can be like a black hole that sucks you in, using up your time and your energy.

How do you know when you are getting too caught up in unhelpful tribal interactions or when you are expending energy on things that are either not your responsibility or you cannot change? This session will explore the traps of workplace interactions and discuss how to manage conflicts productively so that you are free to devote your time and energy to the things that matter.

Claudia Brassard



Claudia is an experienced manager with a demonstrated history of working in local government and construction industries. She is skilled in government procurement, coaching and mentoring, asset planning, construction, contract management and high-performance leadership.

She is a strong programme and project management professional with a Bachelor of Applied Science (B.A.Sc.) focused in Mechanical Engineering, as well as a Bachelor of Mathematics from Southern Methodist University.

Plus...Olympic athlete and three-time WNBL Champion.

Claudia has had a long career with Townsville City Council. Between 2006 and 2016 she held positions within the Project Management team. Currently she is the General Manager Infrastructure, Property and Fleet at Townsville City Council. She also has had experience as General Manager Townsville Water and Waste.

Claudia's diverse career path included the role as head coach for the JCU Townsville Fire in the Women's National Basketball League (WNBL). During this time the team were champions in 2015, 2016 and 2018. A professional athlete herself, Claudia, was a member of the Canadian Women's Senior National Basketball Team for nine years, experiencing the Team Captain role from 2002-2006, the 2000 Olympic Games in Sydney and the 2006 World Championships in Brazil.