



Local Government
Professionals
AUSTRALIA SA

LOCAL GOVERNMENT PROFESSIONALS AUSTRALIA, SA

20TH ANNUAL LEADERSHIP EXCELLENCE AWARDS

CALL FOR NOMINATIONS

Introduction

The Local Government Professionals Australia, SA Leadership Excellence Awards Program recognises outstanding achievement and innovation in local government. The association is pleased to present a program that not only recognises excellence, but contributes to the advancement and improvement of local government as a sector.

The awards will be presented at the 2021 Gala Awards Dinner to be held on Friday 21 May 2021 at the Adelaide Convention Centre.

While nominations for the majority of the Awards are called for in this booklet, the following two are determined via a separate process:

SOUTH AUSTRALIAN MANAGEMENT CHALLENGE WINNER 2021 THANKS TO



The 2021 State Winner of The Management Challenge (to be held late April 2021) will be announced at the dinner.

SOUTH AUSTRALIAN RURAL MANAGEMENT CHALLENGE WINNER 2019

The winning team of the 2019 Rural Management Challenge (held in September 2019) will be recognised at the dinner.

Aim

The overall aim of the LG Professionals SA Leadership Excellence Awards is to:

- foster a highly skilled sector committed to public good
- raise the profile of local government professionals
- promote the local government sector as a great place to work
- support and recognise collaboration and benchmarking across the sector
- facilitate connections and sharing across local government.

Benefits of Nominating

The many benefits of being an Award nominee include:

- recognition of leadership, innovation, excellence and effort
- boosting the pride and motivation of employees
- making network connections and sharing achievements with other local government entities
- reflecting on the goals, strategies and vision that led to the success of the project and using those insights to drive even greater success in the future
- showcasing the work of local government professionals and the sector
- public acknowledgement of finalists.

Nominations are called for the following:

EXCELLENCE IN CUSTOMER SERVICE OR EXPERIENCE
THANKS TO



EXCELLENCE IN LOCAL ECONOMIC DEVELOPMENT
THANKS TO



EXCELLENCE IN CROSS COUNCIL COLLABORATION
THANKS TO



COMMUNITY PARTNERSHIPS AND COLLABORATION
THANKS TO



EMERGING LEADER OF THE YEAR
THANKS TO



EXCELLENCE IN ENVIRONMENTAL LEADERSHIP
AND SUSTAINABILITY
THANKS TO



LEADERSHIP IN COMMUNITY SERVICES
AND DEVELOPMENT
THANKS TO



EXCELLENCE IN DISASTER RECOVERY /
EMERGENCY RESPONSE MANAGEMENT
THANKS TO



EXCELLENCE IN INFRASTRUCTURE DELIVERY
THANKS TO



EXCELLENCE IN DIVERSITY AND INCLUSION
THANKS TO



EXCELLENCE IN PEOPLE AND CULTURE
THANKS TO



Eligibility & Guidelines

Nominations for the 20th Annual Leadership Excellence Awards are open to LG Professionals SA Members only.

The Awards are designed to recognise not only project-based initiatives, but also continuous improvement programs undertaken within local government by local government professionals acting individually or within a team. As a guide, the entrants should consider the following:

Note: A local government professional is an individual employed by local government or a local government subsidiary under Division 3, Sections 42 & 43 of the Local Government Act.

EXCELLENCE IN CUSTOMER SERVICE OR EXPERIENCE

THANKS TO SOLO RESOURCE RECOVERY

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This award recognises excellence in customer service or experience as evidenced by the development and implementation of an initiative or program that demonstrates a significant and innovative service improvement. Recognising how customer service impacts business performance, applications must demonstrate a commitment to continuous improvement and provide qualitative and quantitative data to demonstrate impacts and outcomes.

Note: Additional credit will be given to examples that can be shown to be applicable and transferable to other councils.

EXCELLENCE IN LOCAL ECONOMIC DEVELOPMENT

THANKS TO NORMAN WATERHOUSE LAWYERS

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This Award recognises excellence in promoting or stimulating economic development within a local community by way of a particular project initiative, system or process improvements, innovation in management and leadership practices or demonstrated practicality. In 2021, this may include any initiative or project designed to assist business in responding to the pandemic, or with the pandemic economic recovery effort.

Note: Additional credit will be given where the value of actual or potential economic benefit to the local community can be quantifiably demonstrated.

EXCELLENCE IN CROSS COUNCIL COLLABORATION

THANKS TO AM CONSULTING

Eligibility: Any team of local government professionals comprised of professionals from more than one council.

Guidelines: This Award specifically recognises excellence in cross council collaboration to achieve outstanding benefits or efficiencies for the council and/or the community.

Note: This Award recognises collaboration between external local government entities, not internally within different council departments.

COMMUNITY PARTNERSHIPS AND COLLABORATION

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This Award recognises excellence in community partnerships, and partnerships created to provide or improve services that strengthen and enhance the physical or social infrastructure of a region, including integration with the other spheres of government or non-local government entities. Partnerships between local government entities only should apply under the category of Excellence in Cross Council Collaboration.

This Award recognises projects or teams which:

- demonstrate strategic collaboration or alignment of policies, programs or frameworks for regional development and growth, or;
- provide or improve services that strengthen and enhance the physical or social infrastructure of a region, facilitating close integration with other spheres of government activity.

EMERGING LEADER OF THE YEAR

THANKS TO LOCAL GOVERNMENT ASSOCIATION OF SOUTH AUSTRALIA

Eligibility: This Award is designed to recognise emerging leaders, not senior leaders. Nominees should have commenced their leadership role no more than 12 months ago and demonstrated a capacity to grow into a senior leadership role. The commencement of a leadership role is defined as being given responsibility for the first time to manage staff, including both internal and external work teams and/or manage a department or function. If you are unsure whether your nomination qualifies, please contact us prior to commencing your application.

Guidelines: This Award recognises the outstanding leadership qualities and future potential of the nominee.

Note: The application questions for this category differ to other categories and a reference from a direct report or colleague and a manager are required (*refer page 9 for details).

EXCELLENCE IN ENVIRONMENTAL LEADERSHIP AND SUSTAINABILITY

THANKS TO GREEN INDUSTRIES SA

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This Award recognises a dedication to environmental leadership and sustainability as evidenced by the implementation of projects, initiatives or management practices that demonstrate significant real or potential benefit to the environment AND can be shown to be applicable and transferable to other councils.

LEADERSHIP IN COMMUNITY SERVICES AND DEVELOPMENT

THANKS TO STATEWIDE SUPER

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This Award recognises leadership in community services or community development as evidenced by a particular project initiative, innovation in management and leadership practices or demonstrated practicality and resourcefulness.

Note: Additional credit will be given to examples that can be shown to be applicable and transferable to other councils.

EXCELLENCE IN DISASTER RECOVERY / EMERGENCY RESPONSE MANAGEMENT

THANKS TO NORMAN WATERHOUSE LAWYERS & LOCAL GOVERNMENT ASSOCIATION OF SOUTH AUSTRALIA

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This Award recognises excellence in disaster recovery / emergency response management.

Applications should demonstrate leadership in any of the following:

- the provision of community disaster resilience, preparedness and response
- community and organisational resilience
- support a whole of council and community approach to disaster recovery
- enhance community's resilience against, and preparedness for, emergencies through strategies that apply prevention/mitigation, preparedness, response and recovery activities
- restoring communities, engaging with communities, coordinating activities across agencies and coping with increased demand for services such as the impact of waste and debris on tips, removing fallen or dangerous trees from roadsides, or repairing damaged roads and bridges
- dedication to community safety

Note: Additional credit will be given to examples that can be shown to be applicable and transferable to future emergencies both at council or at other councils.

EXCELLENCE IN INFRASTRUCTURE DELIVERY

THANKS TO PROCUREPM

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This Award recognises excellence in the successful delivery of new infrastructure projects. Projects should deliver exceptional engineering and urban outcomes, enhance community liveability, improve conditions for the community and/or businesses, and include the positive impact the project has had now or will in the future.

Applications should demonstrate:

- innovative and high-quality engineering, urban and landscape design features that demonstrate a comprehensive transformational change
- problem solving of key challenges and risks through design and construction techniques
- the use of alternate funding sources and solid procurement practices

EXCELLENCE IN DIVERSITY AND INCLUSION

THANKS TO MAXIMA

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This award recognises excellence and innovation in fostering a diverse and inclusive workforce as evidenced by the development and implementation of a particular internal strategy, program, policy or practice with measurable results. Applications should demonstrate a commitment to diversity and inclusion and examples of how this has been embedded into the organisation's culture.

Note: Additional credit will be given to examples that can be shown to be applicable and transferable to other councils.

EXCELLENCE IN PEOPLE AND CULTURE

THANKS TO PERKS PEOPLE SOLUTIONS

Eligibility: Any team* of local government professionals, small or large. Nominations from both metro and rural councils are encouraged and should focus on the project and its implementation, not on individuals' qualities.

**In some instances, a team may be one person working on a project, with organisational support.*

Guidelines: This Award recognises excellence in people and culture as evidenced by the implementation of a particular project or initiative that demonstrates real benefits to the organisation. Recognising the power of teams in championing and influencing, nominations must demonstrate the role of partnering to deliver on the strategic plan, the strategic role that the project/initiative has played in business and demonstration of innovative thinking.

Note: Additional credit will be given to examples that can be shown to be applicable and transferable to other councils.

The judging panel recognises the difference between the resources and requirements of metro and rural nominations and this context will be taken into consideration.

Criteria for Applications

An independent judging panel is responsible for the judging of entries. For particular categories, additional judges from the relevant corporate partner of that Award will join the panel.

Each nomination will be judged on its merits.

For all categories (except *Emerging Leader of the Year*):

The submission should be succinct and to the point and must demonstrate it meets the criteria outlined below:

Elevator pitch: (100 - 200 words)

Please provide a summary description of the nomination that is clear and concise. Should you be a finalist, these words will be used in a booklet at the Gala Awards dinner and shared with all councils – the aim of which is to provide enough information for your sector peers to get in touch and learn more. Assume that those who read this pitch will not have access to the rest of the nomination and provide enough information (the 'what, when, how, who, why and how much') so others gain a good understanding. ***This must be written in the third person.***

Vision and strategic thinking: (up to 500 words)

Demonstrate how the nomination:

- contributes to the strategic plan and visionary future for the council and the community
- anticipates and plans for future organisation needs.

Achievement of results: (up to 500 words)

Provide evidence of how the nomination achieved its goals and delivered results, including data that supports key evaluated outcomes, performance measures and financial results. Discuss any problems and resulting adaptations that arose throughout the journey.

Business performance: (up to 500 words)

Demonstrate how the nomination:

- displays sound financial decision making, considering long term sustainability
- considers sound risk mitigation strategies in decision making
- displays excellence in procurement practices
- influences organisational and sector performance and is widely transferable and applicable across the sector
- leveraged the contributions of a high-performing team.

Stakeholder engagement and relationships: (up to 250 words)

Identify all key internal and external stakeholder relationships and provide examples of how these were strategically and politically navigated to deliver results. What was each party's interest and how was this addressed or negotiated?

For the Emerging Leader of the Year category:

The nominee must respond to the following: (up to 250 words)

- Describe what you have done in the past three years to develop yourself professionally and, where appropriate, others.

Address the following: (up to 500 words)

- What does leadership mean to you and how have you demonstrated this within your role?
- What are your values and how do you bring them to work?
- Provide an example of how you have led a team, function, or project. What barriers did you face and how did you overcome these?
- Provide an example of how you have had to manage up or navigate relationships above you to contribute to an outcome.
- What advice would you give to someone starting their leadership journey?

In addition, you will need:

- One reference from a manager (up to 500 words) discussing how the Emerging Leader has, where appropriate:
 - contributed to the development or execution of the organisation's vision and strategy
 - achieved results
 - contributed to business performance
 - fostered excellent working relationships
 - demonstrated personal drive, professionalism and integrity
 - developed themselves and others
 - managed resources and risk
 - considered the health, safety and wellbeing of themselves and others
 - One reference from a direct report or colleague (up to 500 words) discussing how the Emerging Leader has, where appropriate:
 - fostered excellent working relationships
 - demonstrated personal drive, professionalism and integrity
 - developed themselves and others
 - inspired you
-

For all categories:

Be sure to proofread your responses for spelling and grammar ensuring you write in full sentences and have addressed all criteria. Also, remember not to assume the judges have any prior knowledge about the nomination.

The application must be supported by a nominator, who can be someone within your council, the sector or someone with a special interest in local government.

In addition, your CEO must:

- sign off on the nomination
- sign off that personal drive, professionalism and integrity were demonstrated by all local government professionals associated with the nomination
- acknowledge that by submitting this nomination you have permission from all parties involved

Multiple nominations from one council are permitted provided the same project or initiative is not entered more than once in a year. Should you require assistance determining the correct category, please contact us prior to submitting your nomination.

Entrants must agree that a summary of their application will be published in a document to be circulated to all South Australian councils.

Entries

All entries for the Local Government Professionals Australia, SA 20th Annual Leadership Excellence Awards must be submitted via an online form, found at www.lgprofessionalssa.org.au/Excellence-Awards by 5pm Friday 29 January 2021.

The winners of the Award categories are determined based on achievements up to 31 December 2020.

- You don't have to complete the form all at once—you can create an account and save your work to complete at a later date.
- You can download a Word document from our website to help you gather the information prior to completing the online form.
- Choose your username and password carefully. Write it here so you can remember them:

Username: _____

Password: _____

- We encourage you to read the Frequently Asked Questions document available at www.lgprofessionalssa.org.au/Excellence-Awards
- For assistance in completing the application form, please call **8291 7990**

Timetable for 2021 Awards

- Entries close **5pm Friday 29 January 2021**
- Judging commences **mid-February 2021**
 - Initial assessment and shortlisting.
 - Evidence to support applications may be sought at any stage during the process.
 - Site visits may be conducted as part of the final selection process.
- Notification of finalists **March 2021**
 - All finalists will be required to submit three to five photographs for use at the awards presentation. The photos must be at least 1MB each and in JPG or PNG formats.
 - Interview of shortlisted candidates.
- Announcement of winners at the 2021 Gala Awards Dinner to be held on **Friday 21 May 2021** at the Adelaide Convention Centre.

Extensions

Extensions can only be granted by the Acting Chief Executive Officer of LG Professionals SA.

Please email admin@lgprofessionalssa.org.au noting the relevant Award category and requested revised deadline.

Further Information

Contact LG Professionals SA on **8291 7990** or email admin@lgprofessionalssa.org.au

SPECIAL THANKS TO

DIAMOND PARTNER



Local Government
Finance Authority

EMERALD PARTNERS



AWARD PARTNERS

