



Local Government
Professionals
AUSTRALIA SA

LOCAL GOVERNMENT PROFESSIONALS AUSTRALIA, SA

21ST ANNUAL
LEADERSHIP
EXCELLENCE
AWARDS

EMERGING LEADER OF
THE YEAR FINALISTS

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21ST ANNUAL LEADERSHIP EXCELLENCE AWARDS

Award Finalists EMERGING LEADER OF THE YEAR

THANKS TO



Local Government Association
of South Australia

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Jodi Farley

Team Leader, Twelve25 Youth Centre, City of Salisbury
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“Over the past three years, Jodi has made a significant commitment to meet and develop the City of Salisbury’s vision and strategy. This includes the critical actions of the Youth Strategic Action Plan, which seeks to support youth in Salisbury to reach their full potential. She has achieved this by building on the youth development approach, forming partnerships and updating programs and services. Jodi has developed and implemented a youth qualifications initiative and has secured Local and State Government funding to deliver a youth wellbeing series, ‘Thrive’. New to Local Government in 2018, Jodi quickly developed the necessary knowledge to clearly understand and connect with Council’s vision for a progressive, sustainable and connected community.

Jodi has demonstrated outstanding results in improving business processes, supporting her team to learn and grow and has continued to develop her skills in prioritising goals, creating plans, delegating to others and monitoring a range of services and results.

Jodi is the kind of emerging leader who is desired by all organisations. Not only did she quickly adjust to working in the Local Government environment (previously employed in the not-for-profit sector), but she has also formed productive and respectful relationships with her colleagues and immediate team. Jodi communicates well and is consistent in her approach. She supports her colleagues through calm and positives interactions, whilst continuing to deliver high-quality work.

Personal integrity is one of Jodi’s key strengths which she demonstrates through her ethical and professional manner. She does not waiver under pressure and seeks out new opportunities proactively. She has committed to her own personal development, undertaking the LG Professionals SA Emerging Leaders Program in 2021, and taking on the higher Acting Manager role on several occasions. Jodi advocates for her team through suggesting and providing internal opportunities, training and networking.

Jodi is a considerate leader who responsibly manages resources and risks. Leading the youth development unit, she is across both the capacity and availability of her team as she manages competing demands. Jodi recently led a service review of youth programs to re-develop an updated business start-up program to offer young people access to a range of business advice, motivational speakers and a networking series.

Jodi is committed to her own and others' health, safety and wellbeing. This has been demonstrated by ensuring expectations and responsibilities are shared within her team and by communicating to management what is working and what is not. This has been critical in the youth services unit operating in a standalone facility. “

- Jo Cooper
Manager Community Capacity & Learning, City of Salisbury

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Matthew Sexton

Workgroup Leader, Cityscapes, City of Adelaide

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“Matt is a passionate natural leader with a love of Local Government. He works with the City of Adelaide’s Horticulture leadership group to ensure our teams goals align with the organisation’s Strategic Plan. He actively engages with our Executive and People teams to ensure that programs and training are relevant for field staff.

Matt is responsible for leading four teams – Streetscapes, Squares Team, Biodiversity and Nursery & Greenwaste. He is results driven and ensures that the work we produce aligns with our levels of service agreements and community expectations.

Part of Matt’s role is to manage the City of Adelaide’s Greenwaste recycling facility. He has a good head for business and in the short time he has been in this role he has introduced several initiatives that have reduced costs and increased sales. We are on track for the best performance in this space since it started operating.

Matt is a driven individual and rather than push him to search for innovations and improvements I find it hard to keep up with all the ideas he brings to the table. He is a respected operator with high levels of integrity and brings a professional approach to his work and personal life.

Matt is a life long learner and instils this approach in staff that report to him. He always strives for improvement in everything he does and encourages staff in his team to continually develop themselves. After participating in the 2019/20 LG Professionals SA Management Challenge as a team member he could see the benefits it brought to his own career and nominated to mentor the 2021 team, encouraging one of his emerging stars to participate as well.

Matt is responsible for managing an extensive budget and associated functions in the Horticulture space. He is required to schedule works, allocate resources and monitor and review planning. He doesn't stand still and isn't afraid to change direction and try new things to improve productivity.

Matt demonstrates a positive and proactive approach to managing the health, safety and wellbeing of himself and others and understands how employee wellbeing is linked to team performance and regularly checks in with his staff. He manages risk and investigates incidents with an eye to improve how we work safely.

With the unique ability to relate to people from all walks of life Matt is outstanding at building relationships with colleagues, residents, businesses and the wider community, for which he is widely respected.”

- Matt Jorgensen

Team Leader, Horticulture, City of Adelaide

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Daniel Stevens

Team Leader, Marketing & Communications, City of Adelaide
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“Dan was responsible for the implementation of Council’s Customer Experience (CX) Strategy. As part of this, he successfully led the team to achieve full sponsorship from Executive and was part of the strategy roll out, immersing himself in the business to learn how to support teams to live the CX principles.

In the lead up to our organisational reshape in late 2020, Dan was key to leading the Marketing Team into this stressful time and once implemented, he led the CX Team through the challenging environment. Dan’s people focus and customer commitment resulted in countless achievements in both functions whilst maintaining service levels.

Dan’s emphasis on quality outcomes means he contributes to business performance by creating a safe and inspirational culture for innovative idea sharing, delivering for customers, measuring success and using learnings for future opportunities to do things differently, which continually grows himself, his team and the business.

Dan builds and maintains excellent relationships as he has such high trust, respect and emotional intelligence. Utilising these qualities, Dan’s leadership and influence in the business was critical to rebuilding many broken relationships throughout the organisation, which uplifted the overall culture, collaboration and positive outcomes across teams.

Dan demonstrated personal drive by taking on leadership of the CX Team and immersed himself to gain foundational experience, consistently seeking and acting on feedback. He showed professionalism by respecting the established team, quickly learned how best to lead them and took his new CX learnings and lens into this team.

Dan demonstrates integrity by challenging if something isn’t right and focuses on honesty and open dialogue, encouraging others to do the same. On multiple occasions Dan has challenged legacy decisions that do not serve the direction we are heading in or best use of resources.

Dan continually gains new experience across our organisation, tries new things with an open mind to grow and if he fails, will take on the learnings. He sets an amazing example for his team and shares this approach with them, encouraging them to do the same daily, in personal development plans and commits to coaching the team in closing any gaps for the betterment of everyone.

Since Dan took on full leadership of the Marketing Team, he has had to manage resources and risk carefully, due to a heavily reduced budget and underresourced team. Dan focussed on the work needing to have a clear strategic link and purpose, set clear expectations and negotiated where required, whilst always being mindful of the teams capacity and overall wellbeing.”

- Stacey Bateson
Manager, Customer & Marketing, City of Adelaide

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Ashleigh King

People & Innovation Project Officer, City of Burnside

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“Ashleigh is a results-driven up and coming leader who has rapidly taken charge of her development and is now an invaluable member of the People & Innovation Leadership Team. Her role is complex in that she has taken charge of CEO Committee management, is responsible for assisting with departmental leadership, develops her staff as well as the organisational development for all employees, manages an annual operating budget of \$192,000, drives a variety of key projects and initiatives and is Chair of the Employee Engagement Team. She has an excellent reputation as an emerging leader across the organisation.

Through her management of the CEO Committee, Ash has gone over and above in working with senior leaders to propose (and ultimately have adopted by Council) the CEO KPIs for 2020/21. Ash worked diligently to ensure every KPI aligned to Council’s strategic plan themes (Community, Environment and Place) while also proposing visionary KPIs based on improving culture and overall customer service for the community.

Ash’s achievements over the past 12 months have been phenomenal. At the end of 2020, Ash won Council’s #oneteam champion award, the pinnacle award recognising an employee who breaks down silos, supports colleagues to achieve outcomes, promotes inclusive corporate initiatives and demonstrates corporate values.

Ash demonstrated incredible empathy, integrity and leadership in developing Council’s Domestic Violence Protocol and has successfully driven multiple initiatives including Council’s wellness program, the Burnside Olympics and mental health week, always looking after the wellbeing and job satisfaction of her colleagues while reducing risks associated with stress and poor health.

Ash generated \$23,500 as an ongoing annual budgetary saving through leveraging data from electronic professional development reviews (PDRs) to achieve an economy of scale and contributed to another 0% rate increase. Another of her business performance outcomes was promoting Council’s PDR process and developing accountability to allow every staff member the opportunity to have a performance review, increasing participation in the process by approximately 20%. This major improvement helps reduce industrial risks and Ash uses the resulting data from the PDRs to target training resources to maximise the development of others.

Ash’s natural leadership abilities and drive resulted in her joining Council’s Management Challenge team, with her peers appointing her into a leadership position which was a hugely beneficial self-development experience. Given Ash’s leadership strengths, integrity and professional reputation I did not hesitate in appointing her as Acting Group Manager in my absence, where she was additionally appointed to the Executive Team. The CEO in his all-staff communication recognised Ash for her leadership and executive-level contributions. Ash has applied and has been approved by the Executive Team to undertake a formal HR qualification which will give her a strong and lasting people management foundation, however that is being put on hold as she is undertaking her greatest leadership challenge to date, that of becoming a new mum on 25 January 2022.”

- Matthew Spearman, Group Manager People & Innovation, City of Burnside