

2024 Financial Management and Leadership Development Program

The 2024 FinPro Financial Management and Leadership Development Program provides a unique opportunity to develop the extra skills needed to move from being an *accountant* to being a *leader* in Local Government.

This program has been developed by considering the specialist skills and knowledge councils require of finance managers in today's world. It will be delivered by people who work within the sector and who have a broad range of skills, knowledge, and experience. Participants will work with industry leaders to gain knowledge as well as practical experience.

Objectives of the Program.

The objectives of the program are to:

- Enhance individual leadership and management capabilities;
- Develop financial management skills within the legislative and reporting requirements of the sector;
- Provide an opportunity for participants to forge new relationships with others from different councils within VIC Local Government;
- Provide participants with support to develop the specific skills required to be a leader in financial management within the local government sector; and
- Provide an opportunity to excite participants as to what finance professionals working in Local Government can achieve.

Program Inclusions:

- Three-day residential program to be held in May 2024. Attendance at the full residential program is required for all participants.
- 12 Month mentoring program following the residential program.
- Regular check-ins with the Program facilitator during the 12 months following the residential program.

Program Eligibility:

This unique program is available for up to 12 emerging leaders currently working in Victorian Local Government.

To be eligible to apply to attend this program, applicants must fulfil all of the below criteria:

- be a current member of FinPro;

- complete the online Program Application form and submit by 1 April 2024;
- have the approval of their organisation to attend the full residential program component which runs from 5 – 8 May 2024; and
- provide a written letter in support of their application from their direct supervisor. This letter of support must be submitted by 1 April 2024.

Program cost

FinPro values the contribution our members make to the sector and wishes to contribute to the training and support given to our emerging leaders.

This program is offered free of charge for all successful applicants. It is expected that the program will be offered to 12 participants.

What you need to know about the Workshop

Dates: Sunday 5 May 2024 at 5pm – Wednesday 8 May at 12.45pm

It is a requirement of the program that all participants stay onsite for the full workshop, including all evenings.

Workshop Venue: Panorama Retreat & Resort
180 Olinda Creek Rd, Kalorama VIC 3766

What's included: All meals, drinks and accommodation are included as part of the Workshop. Each participant will be provided with their own ensuite room.

How to apply

All applications must be made online for this program via [this form](#). The application includes quite a few questions, and it is recommended that you read through the form thoroughly before commencing completion of the online form.

A [copy of the questions is available here](#) to review prior to completing the online application.

The application is in two parts:

1. Application online by the applicant. The online applications form, to be completed by the applicant, must be submitted **no later than 5pm on Monday 1 April 2024**. Note that this is Easter Monday.
2. A written referral by the applicant's direct supervisor. The supervisor must write and submit, via email to gabrielle@finpro.org.au a letter outlining the reasons why they support the application, including the benefits to the applicant and the employer. The referral by also be **submitted no later than 5pm on Monday 1 April 2024**. Note that this is Easter Monday.

APPLY NOW

Applications close 5pm Monday 1 April 2024 (Easter Monday public holiday)

Information about the Program Workshop

Sunday 5 May 2024 Program welcome and meet and greet

5:00pm	Check-in at Panorama Retreat & Resort, Kalorama
6:15 – 10.00pm	<p>Program welcome, followed by a casual dinner.</p> <p>This is an opportunity for all the program attendees to get to know each other and meet the program facilitator, Belinda Johnson, along with members of the FinPro Executive Team</p>
10:00pm	Participants accommodation overnight at Panorama Retreat & Resort

Monday 6 May 2024 Understanding the Financial Management Skills required by today's successful Finance Leader

9:00 – 9:50am	<p>Introduction to the Program</p> <p>Belinda Johnson will provide an overview of the Program. Each participant will be given the opportunity to introduce themselves to the group and will be asked:</p> <ul style="list-style-type: none">• Who they are;• Where they work;• Their current role;• Short and long term career aspirations; and• Goals they hope to get from the Program. Each person to include a couple of short-term goals they hope to achieve over the period of this workshop.
9:50 - 10:00am	Morning Tea
10:00 – 12.00pm	<p>Introduction and context – Local Government Finance</p> <p>Marc Giglio, Director Corporate Services at Banyule City Council will commence the workshop by providing an overview of the framework and context of Local Government Financial Management. He will discuss the important role that the finance professionals have in a Council.</p> <p>Marc will cover off on the following skill sets:</p> <ul style="list-style-type: none">✓ Local Government Regulatory Framework, Federal, State & Local political environment✓ Dealing with Audits (Internal and External) and Audit Committees

	<ul style="list-style-type: none"> ✓ Corporate Information Systems – much more than just account systems ✓ Managing all the above within a risk framework ✓ Procurement Policy and current issues around supply of goods, contracts, understanding capacity to deliver etc
12:00 – 1:00pm	Lunch and Break
1:00 – 3:00pm	<p>Financial Analysis / Presentation of Financial Information</p> <p>Aaron Gerard, Chief Financial Officer at the City of Whittlesea and Simone Wickes, Chief Financial Officer at City of Monash will provide practical advice regarding the financial analysis and presentation of financial information.</p> <p>Aaron and Simone will cover off on the following skill sets:</p> <ul style="list-style-type: none"> ✓ Financial Planning ✓ Budgeting & Forecasting ✓ Analytical data analysis ✓ Report writing on difficult issues in simple terms
3:00 – 3:15pm	Afternoon Tea
3:15 – 5:00pm	<p>Revenue and valuations Management</p> <p>This session will explore the various issues around rates, revenue and valuations management in Local Government.</p> <p>The speaker will be announced shortly.</p> <p>The session will cover off the following skill sets:</p> <ul style="list-style-type: none"> ✓ Understanding Rating Systems ✓ Understanding other revenue streams ✓ The importance of Rating & Revenue Strategy/Plan to the Long-Term Financial Plan ✓ The impacts of the Local Government Amendment (Rating and Other Matters) Act 2022
5:00 – 6:30pm	Free time
6:30 – 10:00pm	Dinner on-site at Panorama Retreat & Resort
10:00pm	Participants accommodation overnight at Panorama Retreat & Resort

**Tuesday 7 May
2024**

**Understanding the Leadership Skills required by today's
successful Finance Leader**

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This day is about understanding the Leadership Skills required by a Finance Manager in 2024 and learning to adapt and evolve in an ever-changing work environment.

The entire day will be facilitated by Julz Parkin, Hello People.

Julz detailed program will include the use of the DISC Advance Leadership Profile.

Julz will cover off on the following skill sets throughout the day and various sessions:

- ✓ Proven leadership qualities, enabling the appointee to further develop and maintain a team of motivated employees and build high performing culture
- ✓ Ability to work as a member of multi-disciplinary teams to meet organisational requirements. Leadership ability to direct and facilitate the coordination of projects and services to achieve successful outcomes
- ✓ Coaching, guiding and mentoring skills to support employee development and performance Advanced political acumen with an ability to work outside of scope to deliver options to solve complex matters
- ✓ Ability to generate co-operation and trust across all areas of the organisation
- ✓ Ability to resolve conflict and negotiate mutually agreeable outcomes

9:00 – 10:30am	Understanding Self (using DISC Profile) <ul style="list-style-type: none">➤ Understanding the DISC Framework & our profiles➤ How our behaviours affect our leadership➤ Understanding our natural strengths
10:30 – 10:45am	Morning Tea
10.45 – 12:30pm	Communicating with Confidence <ul style="list-style-type: none">➤ The importance of Emotional Intelligence as a leader➤ Communicating with difference personalities in your team➤ Honest conversations➤ Managing conflict and performance issues
12:30 – 1:30pm	Lunch and Break
1:30 – 3:15pm	Teamwork and building trust

	<ul style="list-style-type: none"> ➤ Group Exercise ➤ Giving and receiving feedback ➤ Building trust as a leader
3:15 – 3:45pm	Afternoon tea
3:45 – 5:00pm	The 3 Cs of Leadership <ul style="list-style-type: none"> ➤ How to use the Communication Clarity and Consistency to effectively motivate and lead year team ➤ The importance of building a strong culture
5:00 – 6:30pm	Free time
6:30 – 10:00pm	Dinner on-site at Panorama Retreat & Resort
10:00pm	Participants accommodation overnight at Panorama Retreat & Resort

Wednesday 8 May 2024 **A morning of reflection on the learning of the past few days, bringing it all together for a successful career.**

9:00 – 9:30am	Initial Reflections At the beginning of this workshop, participants jotted down some of their short-term goals they hoped to achieve during the workshop. Now is the opportunity to reflect on these and determine how each participant went individually and as a group.
9:30 – 11:00am	Reflections and Learnings of a current LG Leadership and working with elected members Bradley Thomas , CEO Hepburn Shire Council and FinPro President will share his career journey so far. Bradley will share his knowledge, tips and tricks about how to navigate presenting financial information for non-financial people and working with elected members. He will also share insights on make a successful leader today and into the future.
11:00 – 11:30am	Morning Tea
11:30 – 12:45pm	Workshop Conclusion Participants will review the goals and aspirations they set at the start of the program to ensure they have the tools and/or connections to work towards these.

	<p>Belinda will bring the workshop to its conclusion, discussing with participants both their short and long term goals.</p> <p>She will also introduce the opportunity for each participant to reflect on their journey so far and to put in writing their goals for the next 6 and 12 months and for the next 5 years</p> <p>A group photo will be taken at this time.</p>
12:45pm	Workshop Concludes

About our Presenters

Belinda Johnson

Belinda is the Chief Financial Officer at Horsham Rural City Council with a career spanning over 35 years. Prior to her role at Horsham, Belinda was the Finance Manager at Southern Grampians Shire.

Whilst most of her career has been focused in the corporate service areas, she also has substantial experience in all aspects of local government services.

She has a keen interest in ensuring finance staff continue to adapt and develop new skills to support their ever-changing organisations and has a keen interest in knowledge and resource sharing throughout the sector.

Marc Giglio

Marc has been the Director Corporate Services at Banyule City Council since January 2016. His portfolio includes Finance and Procurement, People & Culture, Communications and Governance, Customer Experience, Digital Transformation Corporate Planning and Business Improvement.

Marc has more than 20 years' experience in Local Government following a short stint in the banking sector. His experience includes senior finance roles at Monash City Council, Yarra City Council and Whitehorse City Council. He has extensive experience in financial management, treasury, budgeting, long-term financial planning, financial reporting and corporate planning.

Marc is an FCPA with CPA Australia and was an executive member on FinPro where he held a committee position for over 10 years.

Julz Parkin

Julia (Julz) Parkin is a leadership and career coach, focussed on helping subject experts become confident, authentic people leaders.

Prior to starting her own business, Julz has 15 years of experience in People & Culture (HR) roles, with several years' experience as an HR Advisor/Manager in Local Government. With this knowledge, Julz understands that leading people is often the hardest part of your role, and the part taking up a lot of your energy.

In her leadership programs and workshops, Julz has a strong focus on:

- The importance of understanding yourself as a leader; your strengths and challenge areas.
- Understanding the different styles in your team, and how to adapt to each style.
- Building trust within your team through clear, honest communication.
- Moving from technical expert to confident people leader.

Bradley Thomas

Bradley has had a long and distinguished career in both the public and private sectors, spanning two decades across multiple states.

He started his career at KPMG in 2003, in Sydney's West. As a Graduate Accountant, Bradley worked on financial reviews and audits for a number of high-profile clients.

After completing his CA requirements, he made the move South, starting at the City of Greater Bendigo in 2008. After six years in various financial roles, Bradley made the move to Mount Alexander Shire Council where he held several senior level roles, including Acting Director Corporate Services and Executive Manager Business Performance.

For the past five and a half years Bradley has called Hepburn Shire Council home, commencing in the diverse role of Director Community and Corporate before being appointed as Chief Executive Officer in May 2021, having previously been acting in that role since the start of 2021.

Bradley holds a Bachelor of Commerce (Accounting) from La Trobe University and has a Graduate Diploma of Chartered Accounting. He also completed an MBA in 2018 and undertook the LGPro Emerging Leaders Program in 2017. Bradley has been a member of the FinPro Executive Committee since 2016, and the President since 2019

For all enquiries, please contact:

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