



**Rising to the challenge.**

**Financial Management and Leadership  
Development Program 2021.**

## Who is this Program for?

The 2021 FinPro Financial Management and Leadership Program provides a unique opportunity for emerging leaders in the finance space to develop the extra skills they need to move from being an 'accountant' to be a 'leader' in Local Government in Victoria.

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 in this program will work with industry leaders to gain knowledge and practical experience. They will gain an understanding of what is involved in being a successful manager and leader and will be given the opportunity to develop a strong peer group during the program who will then support each other as they develop their individual careers.



## 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.

## What can participants expect?

Successful applicants can expect an intense and enriching program of learning and continued learning around what it means to be a successful leader in financial management. They will work with Industry Leaders to gain knowledge and practical experience in a range of topics relevant to developing their leadership and management capabilities as well as their technical expertise.



# So, what's covered in the program?

The Finpro Executive have examined a number of Finance Manager Position Descriptions and looked at the core skills required in today's local government financial management environment.

These skills fall into two distinct developmental areas:

1. Technical and Management skills, and
2. Leadership through Emotional Intelligence.

The program has been prepared to take this into account and we have devoted a full day to each of these areas of development. Speakers will not only focus on these areas, but build upon one another's skill sets to provide participants with the best possible experience.

Whilst the Program kicks off with a 2 ½ day workshop (attached), that's only the beginning of the journey.

## Mentoring Program

Part of the experience is the offer of a mentoring program. Participants will be matched with volunteer mentors to provide further support and guidance throughout the next year. These mentors will have substantial years' experience in varying fields and will be trained to work with you to provide support and encouragement.

## And more

Given everyone is now very familiar with the online meeting environment, participants will be invited to a discussion group each month.

Members of the FinPro Executive, Mentors or other professionals will facilitate these group sessions on relevant topics, as well as discussions around current challenges, opportunities or anything else the group feels relevant.



## Sunday 5 September 2021 - 6:00pm

All participants meet at Country Place Kalorama, get settled and get to know each other over a casual dinner at the venue. Belinda Johnson, FinPro Executive Member and Manager Finance, Southern Grampians Shire will facilitate the entire workshop, taking participants on a journey of learning, sharing and development.

## Monday 6 September 2021

The participants will be led through a number of sessions which address the Technical Financial Management Skills.

Presenters for the day are:

- **Marc Giglio** – Director Corporate Services at Banyule CC
- **Danny Wain** – CFO Monash City Council
- **Kim Jaensch** – Director Corporate Services at City of Frankston
- **Mick Jaensch** – Former Director Corporate Services at the City of Greater Dandenong

Technical and management skills, such as below will be covered:

- Financial Planning, budgeting, forecasting
- Analytical data analysis
- Report writing on difficult issues in simple terms
- Australian Accounting Standards – theory vs practice
- Preparing financial documents eg Financial Statements, Quarterly finance reports, annual returns & Surveys.
- Local Government Act & Regulations interpretation
- Corporate information systems – much more than just accounting systems
- Understanding Rating systems
- Impacts of Federal, State & Local Politics
- Turning Visionary documents (Vision 2040, Council Plan & Health & Wellbeing Plan) into tangible \$ for budgeting.
- Dealing with Internal Audits, External Audits and Audit Committees.
- Managing all of this within a risk framework.

## Tuesday 7 September 2021

The participants will be led through a number of sessions which give an introduction to some of the Leadership skills required by a successful Finance Leader

The whole day will be led by **Margaret Devlin** who has been part of the program for a number of years. She is well known within the sector in which she has worked for over 19 years.

Areas covered will include:

- Authentic Leadership
- The importance of self-awareness
- Inspiring others to perform
- Managing challenging people
- Developing political acuity
- How to reflect and continue learning

## Wednesday 8 September 2021

Bringing it all together for a successful career

**Kerryn Ellis**, CEO of South Gippsland Shire Council will speak on her career journey so far. She will also share her insights on what makes a successful leader today.

A wrap up of the program will be led by workshop facilitator, **Belinda Johnson**.



# Interested? Here's the fine print.....

## Eligibility Criteria.

To be eligible to apply to participate in this program, applicants must:

- Be a current financial member of FinPro.
- Be available to attend the entire residential program at Country Place Kalorama (outside Melbourne in the Dandenong Ranges): **commencing at 6:00pm Sunday 5 September 2021 and concluding at 1:00pm Wednesday 8 September 2021.**
- Complete and submit the 2021 FinPro Leadership Program Application form by the **30 July 2021.**
- Be available to attend the FinPro AGM and Luncheon on **Friday 3 December 2021** at Leonda by the Yarra, Hawthorn.
- Provide a supporting letter from their direct report within the council they work for (this is included in the application form); and
- Have a strong desire to develop and enhance their leadership and management skills.

## Rules of Engagement.

All participants will be expected to:

- Attend all training sessions (both the residential program, the AGM, and the follow up online sessions) and arrive on time.
- Be present and respectful to guest speakers by avoiding use of their laptops and phones during presentations (unless directed to by presenters).
- Apply their leadership learnings as they work on challenges and opportunities that arise within the complex environment of local government and the communities they serve.
- Always adhere to appropriate standards of conduct.

## Time Commitment.

The scheduled program commences on **Sunday 5 September at 6:00pm and concludes on Wednesday 8 September at 1:00pm.** It is a residential program and all participants are required to attend the entire program along with the FinPro AGM and Luncheon on **3 December 2021.** There will be some 'homework' prior to the residential program. This work will take approximately four hours.

In addition to the residential program, there will be a monthly webinar for participants, aimed at developing specific skills or providing an opportunity for sharing of knowledge, learnings and experiences from within the group. These will be up to one hour each in duration and will be online.

Participants will also be paired up with a mentor and they will meet according to a schedule determined between both parties. The mentoring program will continue for a year from the time of the residential program.

## Location & Time.

The Financial Management Leadership Development Program 2021 will be held at Country Place, Kalorama. **The program commences at 6:00pm sharp Sunday 5 September 2021 and concludes 1:00pm Wednesday 8 September 2021.** All meals and accommodation are included in the program and participants are expected to stay onsite for the duration of the program. It is the responsibility of the participant to make their own transport arrangements to and from Country Place, Kalorama.



# Application requirements.

Applications should only be made by those people who meet the eligibility criteria.

Applications must be completed using the Financial Management and Leadership Development Program Application Form. This is a fillable form and must be used for the application. It can be completed online and saved as the file: Application <insert name> - Financial Management and Leadership Development Program 2021. Previous unsuccessful applicants are encouraged to apply again for the Leadership Program.

Completed applications should then be sent to Gabrielle Gordon at [gabrielle@finpro.org.au](mailto:gabrielle@finpro.org.au)

The subject of the email should be: *"Application <insert name>- Financial Management Leadership Development Program 2021"* including the applicants name.

**Applications close 5:00pm on Friday 30 July 2021.**

The successful applicants will be announced Monday 9 August 2021.

If there are any queries at all relating to the Program or the Application please contact:

**Gabrielle Gordon, Executive Officer FinPro**

**Mobile: 0400 114 015**

**Email: [gabrielle@finpro.org.au](mailto:gabrielle@finpro.org.au)**

All details are also available on the FinPro Website [www.finpro.org.au](http://www.finpro.org.au)

Proudly supported by Vision Super.