



LGMA COACHING *Programme*

Coaching has been at the core of many LGMA programmes over past years. LGMA is now making its coaching expertise available to individuals on a standalone basis.

FOR YOU

If you need assistance working through the challenges you face leading and managing teams, one-on-one coaching with someone outside your organisation can help you gain perspective and develop new approaches.

Or maybe you are someone who is always looking to improve and constantly seeks new ideas and tools to add to your toolkit? Spend time with a coach who can share what others in similar situations are doing, current best practice trends and, importantly, the 'why' of people's behaviour and responses.

FOR YOUR TEAM

Perhaps someone in your team needs advice and outside reinforcement? LGMA can assist, supporting your staff to work through challenges and apply new approaches.

HOW IT WORKS

Coaching sessions are delivered virtually via Teams or Zoom. Each session includes action plans and documentation to track progress.

PRICING

No. Sessions	45 min	30 min
1 session	\$250	\$180
3 pack	\$700	\$520
5 pack	\$1,150	\$1,020
10 pack	\$2,250	\$2,000

Other package options are available (e.g. shorter sessions delivered fortnightly).

In-person sessions will incur travel and accommodation costs if delivered outside of existing programme travel arrangements.

Councils purchasing packs may allocate sessions to different staff members - the packs do not have to be used by a single individual.

LGMA MEMBERS

LGMA Members receive one, complimentary coaching session per year.

360° FEEDBACK



WHAT IS 360° FEEDBACK

Continuous improvement is core to ongoing workplace success and personal satisfaction. But how do you know when improvement is required and what form that improvement should take?

Feedback is one mechanism for building awareness and understanding of how you are perceived by others, where you are succeeding and where your approach could use adjustment. Feedback from your manager is critical and, depending on the skills of your manager, may be highly useful. Feedback from colleagues can offer different insight while feedback from your reports can be especially illuminating.

For officers looking to hone their skills, check their approach, better understand how they are perceived and consider the experiences of those who work with them, LGMA can conduct 360° Feedback surveys. With all responses anonymous, these surveys allow greater openness of response and therefore offer reliable feedback.

LGMA's experienced facilitators will debrief you on what the findings mean and how you might respond to matters identified.

DISCOVER HOW TO

- ✓ How your manager views different elements of your performance and contribution
- ✓ How colleagues find working with you;
 - Do they want to come to you when required
 - Do they value your input
 - Do they see you as a blockage
 - Do they trust your advice?
- ✓ What culture and experience you create for your employees including:
 - Consistency and certainty
 - Support and compassion
 - Clarity (purpose and task)
 - Leadership and vision
 - Fair treatment and dealings.
- ✓ What you can do to improve your approach and engender greater commitment from your team

PRICING

\$470 for 360° Feedback Survey Report Process
(Survey includes up to 25 colleagues).