

OBJECTIVE LEADER



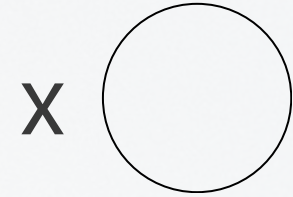
# BALONNE SHIRE COUNCIL CASE STUDY

Strengthening Leadership Capability Across Council



Program:  
**Accelerator™**

Tools:  
**OLA™**



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Discover how we partnered with **Balonne Shire Council** to overcome key challenges, implement a tailored leadership solution, and deliver measurable outcomes that created lasting impact.

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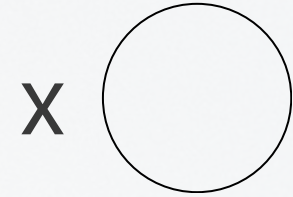
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# Client Overview

To develop a more focused and effective strategy, we begin by building a clear understanding of the client's environment, challenges and priorities, while assessing the development needs of participants.

**Key Info:** 



## Industry

Local Government



## Delivery Method

Individual Coaching, Assessment



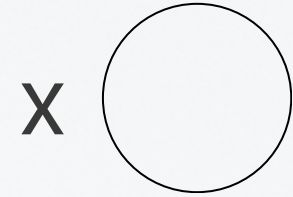
## Leadership Level

Frontline, Middle



## Development Areas

Courageous Conversations, Performance & Accountability, Change Leadership

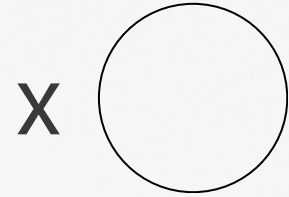


# Challenge



Balonne Shire Council wanted to strengthen leadership capability across leaders working in very different service areas. It was vital that any development was implemented address individual needs while building consistent capability in courageous conversations, accountability, teamwork, change and conflict management.





# Solution



## Individual Coaching

Tailored one-to-one coaching focused on each leader's individual development needs.

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## Leadership Assessments

Assessments provided insight into leadership strengths and development opportunities.

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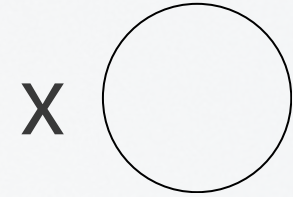
## 360-Degree Feedback

Feedback from others gave leaders greater awareness of their leadership impact and behaviours.



## Goal Setting & Practical Application

Leaders established individual development goals and applied their coaching directly to real challenges within their roles.



# Program Results



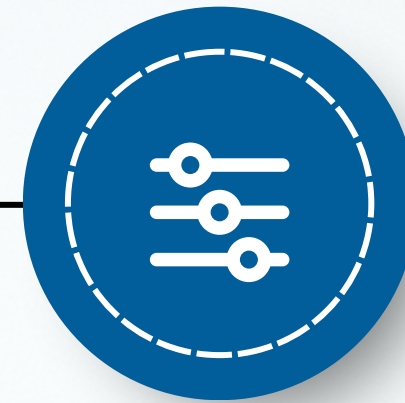
## Strong Overall Improvement

Stakeholder feedback rated overall leadership improvement at an average of +46 on a -100 to +100 scale.



## Broad Behavioural Change

Improvement was recorded across 80% of measured leadership behaviours.



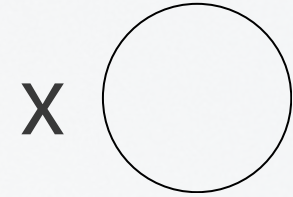
## Progress Towards Development Goals

Participants achieved an average of 78% of their individual development goals.



## Measurable Leadership Impact

Feedback across all four leaders demonstrated tangible progress in leadership capability and workplace behaviour.



# Testimonial



“The program gave our leaders personalised development while maintaining a consistent focus on the leadership capabilities that matter across Council. We saw positive changes in leadership behaviour across different service areas, with leaders better equipped to manage conversations, change and their teams.”

**Michelle Clarke**

Former Chief Executive Officer





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