

OBJECTIVE LEADER



BUNDABERG REGIONAL COUNCIL CASE STUDY

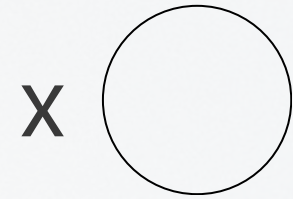
Building Leadership Capability to Support Council-
Wide Change



Program:
Accelerator™

Tools:
LGOLA™





List of content

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

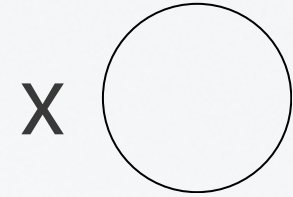
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Client Overview

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



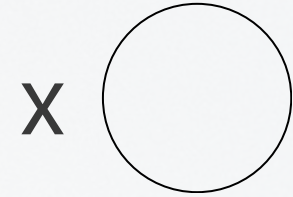
Leadership Level

Middle, Senior



Development Areas

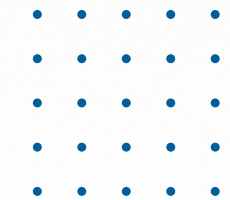
Performance & Accountability, Change Leadership, Courageous Conversations

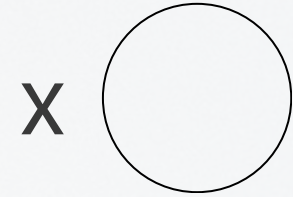


Challenge

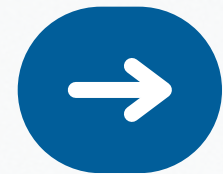


Bundaberg Regional Council had begun an ambitious change agenda involving new systems, employee empowerment and improved community service. Leaders needed to move beyond hands-on delivery and siloed ways of working towards stronger delegation, collaboration and change leadership.





Solution



Tailored Individual Coaching

One-to-one coaching tailored to each leader's individual development needs and workplace context.



Leadership Capability Assessment

Capability assessments provided insight into strengths and priority areas for development.



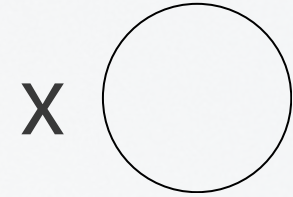
Two Leadership Cohorts

The program supported 20 middle and senior leaders across two cohorts.



Strategic Alignment & Application

Development connected Council values and strategic priorities with real workplace challenges.



Program Results



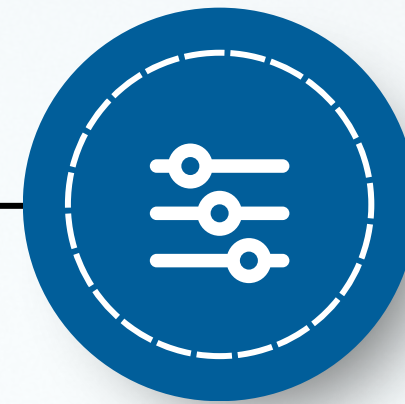
Strong Goal Progress

Participants reported 90% progress towards the development goals set at the beginning of the program.



Stronger Cross-Department Relationships

Leaders reported practical improvements in relationships and collaboration across departments.



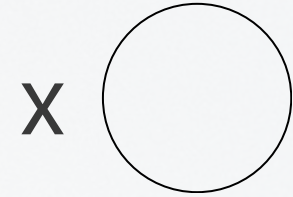
Improved Team Leadership

Participants strengthened team planning, delegation and employee involvement in organisational change.



Greater Employee-Led Innovation

Leaders introduced more employee-led meetings focused on generating ideas and encouraging innovation.



Testimonial



“Not only has the workforce witnessed the program’s impact on our leaders’ behaviours, Objective Leader has delivered a solution that provides measurability against our investment. We are absolutely delighted with the transformation of our leaders over the past 12 months.”

Georgia Burgess

Organisational Development Specialist





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