

OBJECTIVE LEADER



# CITY OF MANASH CASE STUDY

Building a Shared Approach to Change Across Council



Program:  
**Leadership Pathways**

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# List of content



Discover how we partnered with **City of Monash** 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

Facilitation



## Leadership Level

Emerging, Frontline, Senior, Executive



## Development Area

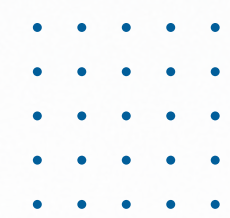
Change Leadership

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# Challenge

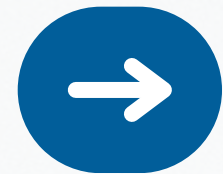


Monash City Council needed leaders across the organisation to understand their role in supporting change and address the barriers that can limit effective implementation. The development also needed to reflect the realities of local government and equip leaders to guide teams through uncertainty, resistance and different responses to change.



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# Solution



## Thriving in Uncertainty

An in-person workshop series delivered to approximately 160 leaders across four cohorts.

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## Leadership-Level Focus

Tailored content for emerging leaders and supervisors through to senior and executive leaders.

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## Change Leadership

Built a shared understanding of practical principles for leading effectively through change and uncertainty.



## Adaptive Leadership

Explored team dynamics, resistance, and adaptive leadership within each leadership group.

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# Program Results



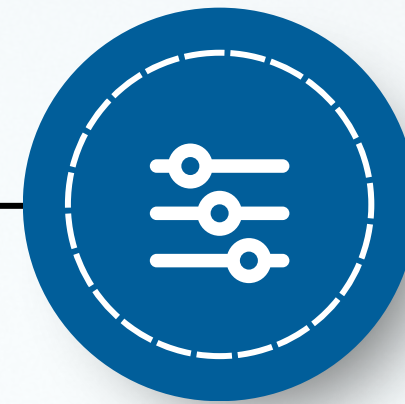
## Change Leadership Roles

Executives and managers strengthened clarity around their role in driving and supporting organisational change.



## Risk & Commitment

Built capability to identify and mitigate change risks while strengthening commitment across teams.



## Frontline Support

Coordinators developed practical approaches to support frontline leaders and embed new ways of working.



## Managing Change

Created a shared understanding of effective change management and practical ways to navigate the human impact of change.

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# Testimonial



“The Change Management Workshop series provided a clear, structured approach to navigating organisational change. The sessions were practical, evidence-based, and tailored to the realities of government operations.”

**Luke Pavlou**

Organisational Development Manager





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