

OBJECTIVE LEADER



WELLINGTON SHIRE COUNCIL CASE STUDY

Building Confident, Connected Leaders Across
Council



Program:
Leadership Pathways

Tools:
LGOLA™

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Discover how we partnered with **Wellington Shire 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, Facilitation, Assessment



Leadership Level

Frontline



Development Areas

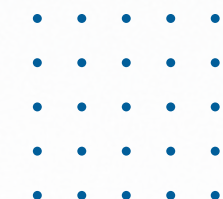
Communication, Coaching & Developing Others, Emotional Intelligence

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Challenge

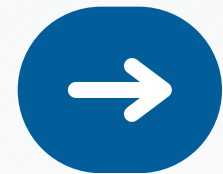


Wellington Shire Council wanted to strengthen the leadership capability of 24 T4 employees and embed the Local Government Capability Framework in day-to-day leadership practice.



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Solution



12-Month Development Program

A structured learning journey designed to build sustained leadership capability.



Capability Framework

1-to-1 coaching connected individual development goals with the Capability Framework.



Leadership Assessment

Used the Local Government Objective Leader Assessment™ to identify individual strengths and development priorities.



Practical Leadership Modules

Four practical modules built shared leadership skills and approaches across the cohort.

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Program Results



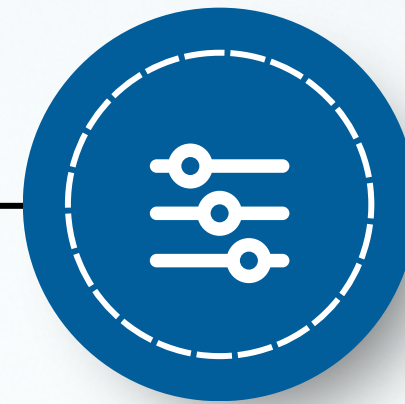
Cross-Council Collaboration

Strengthened collaboration and connection between leaders across Council.



Practical Application

Translated the Local Government Capability Framework into practical, everyday leadership behaviours.



Leadership Confidence

Participants reported greater confidence across communication, delegation, decision-making and team leadership.



Program Continuation

Strong participant feedback supported Council's decision to continue the program with its next T4 cohort.

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Testimonial



“The program brought components of the Local Government Capability Framework to life for our T4 leaders, helping them build confidence and make meaningful changes in how they communicate, make decisions and lead their teams. Hearing what participants gained, both professionally and personally, gave us the confidence to continue the program with our next cohort.”

Emilie Davine

Manager People & Capability





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