

# FASTTRACK 2025

# LEADING WITH INTEGRITY



*2 May 2025*

RACV City Club, Melbourne  
9:30am - 5:00pm

**VLGA**

Victorian  
Local Governance  
Association

# ACKNOWLEDGEMENT OF COUNTRY

The Victorian Local Governance Association acknowledges the Traditional Custodians of the country throughout Victoria and recognises their continuing connection to land, waters and community. We pay our respects to the Traditional Custodians, their elders, past, present and future and to their cultures.

# PRESIDENT'S MESSAGE

Welcome to *FastTrack – Leading with Integrity*. It is with great pleasure that I officially welcome you all to the VLGA's annual leadership conference.

Today's program boasts an impressive lineup of expert speakers and panellists here to share their wealth of knowledge, answer your questions, and help collectively solve some of the many challenges we face daily in the local government sector.

I would like to congratulate you all on recognising the importance of making the time to attend professional development days like this. I encourage you to seize this unique opportunity, ask questions, and immerse yourselves in an action-packed day of learning and reflection.

As councillors and senior leaders, we remain committed to delivering great outcomes for the communities we represent. Today is dedicated to exploring how the way we choose to lead results in more informed and well thought through decision-making, greater collaboration, stronger and more resilient councils and thriving communities.

For some of you in the room you are now in your second or even third term on a council. For others, you are six months into your journey, still unpacking the challenges ahead and getting to know your fellow councillors.

Wherever you are at in your journey, you have all been elected or appointed to lead your communities with honesty, respect and integrity.

Be open today to learning from others and sharing your own experiences.

*FastTrack* is an enriching day of learning and self-reflection. I have no doubt that you will all leave today with a renewed sense of purpose, a shared commitment to lead with integrity, and a willingness to continue to grow and learn.

**Cr. Grace La Vella**

President, Victorian Local Governance Association



# CEO'S MESSAGE

Welcome to the VLGA's premier leadership conference, *FastTrack - Leading with Integrity*.

Today we will explore the ways councils lead responsibly, ensure good governance and effectively represent the interests of their communities.

At a time when the sector is experiencing significant change, the performance of councils and councillors is front of mind for many communities.

This full-day program will look at the challenges currently facing local democracy, and provide practical insights into how we as local government leaders can navigate these challenges.

To lead with integrity in the current climate presents challenges for leaders in the sector. *FastTrack* is an opportunity for us to come together and share our experiences and learn from one another, drawing on each other's skills and knowledge to navigate these challenges and represent our communities with integrity.

Working together to better the sector is something we should all strive to do. With support from each other, all tiers of government, and the various bodies which support local government, we can ensure that we lead effectively and make decisions with good governance at the forefront.

I extend my gratitude to all the speakers for their dedication to advancing our collective aspirations. Special thanks to our moderator, Chris Eddy, for facilitating our deliberations and Gender Lens Australia for sponsoring the lunch networking event.

Wishing you all a positive and enriching experience at *FastTrack 2025*.

**Kathryn Arndt**

Chief Executive Officer

Victorian Local Governance Association



# FASTTRACK 2025

## LEADING WITH INTEGRITY

### EVENT PROGRAM

8.45 am	Arrival
9.15 am	<b>Welcome and Acknowledgement of Country</b>
9.20 am	<b>Welcome to the City</b> <i>The Lord Mayor of Melbourne, Cr Nick Reece</i>
9.35 am	<b>Housekeeping</b>
9.45 am	<b>Minister's Address and Q&amp;A</b> <i>The Hon. Nick Staikos MP, Minister for Local Government</i>
10.15 am	Photo with the Minister Morning Tea
10.35 am	<b>VLGA President's Welcome</b> <i>Cr Grace LaVella, Central Goldfields Shire Council</i>
10.45 am - 12.00 pm	<b>Session 1: Panel Discussion</b> <b>Fostering a Strong Councillor-CEO Relationship</b> Panellists: <ul style="list-style-type: none"><li>• <b>Noelene Duff PSM</b>, former Chair of Administrators, City of Casey</li><li>• <b>Jim Magee OAM</b>, former Mayor and Councillor of Glen Eira City Council</li><li>• <b>Kerryn Ellis</b>, Executive Director Corporate Services, Victorian Ombudsman and former CEO, South Gippsland Shire Council</li></ul>
12.00 - 1.00 pm	Lunch

1.00 – 2.15 pm	<b>Session 2: Panel Discussion</b> <b>Integrity in Action: Upholding Councillor Conduct and Accountability</b>  Panellists: <ul style="list-style-type: none"> <li>• <b>John Watson</b>, Former Executive Director of Local Government Victoria, Administrator at Brimbank, Municipal Monitor, Audit and Risk Committee Chair and member at multiple Councils</li> <li>• <b>Melissa Scadden</b>, Managing Partner, Justitia Lawyers</li> <li>• <b>Tony Raunic</b>, Managing Principal, Hunt &amp; Hunt Lawyers</li> </ul>
2:15 pm	Afternoon Tea
2.45 – 4.00 pm	<b>Session 3: Panel Discussion</b> <b>Preventing Fraud &amp; Corruption: Strengthening Intergovernmental Collaboration</b>  Panellists: <ul style="list-style-type: none"> <li>• <b>Marlo Baragwanath</b>, Victorian Ombudsman</li> <li>• <b>Michael Stefanovic</b>, Chief Municipal Inspector, Local Government Inspectorate</li> <li>• <b>Alison Byrne</b>, CEO, Independent Broad-based Anti-corruption Commission (IBAC)</li> <li>• <b>Peter Graham</b>, Deputy Assistant Auditor-General, Parliamentary Reports and Services, Victorian Auditor-General's Office</li> </ul>
4.00 pm	<b>Closing Address</b> <i>Anthony 'Lehmo' Lehrman, Comedian and Actor</i>
4.40 pm	<b>Thank you address</b> <i>Kathryn Arndt, CEO, Victorian Local Governance Association</i>
5.00 pm - 6.00 pm	<b>Networking Drinks</b>

# MINISTER'S ADDRESS

## The Hon Nick Staikos MP Minister for Local Government



Before entering Parliament, Nick worked for ANZ Bank while studying at Monash University. He also served as elected councillor for Glen Eira City and worked for various state and federal Members of Parliament.

As a lifelong resident of the Bentleigh electorate, Nick ran for Parliament to ensure that local schools had modern, comfortable facilities for our students and teachers.

The priorities Nick has for his community are to ensure that local schools are properly resourced to provide the best possible education, that sports clubs have modern facilities, that roads and public transport network are safe and reliable, and that local health services are accessible.

Nick's vision for Victoria's future is that the Government continues to provide opportunities to Victorians by offering them the best possible education and training, so that people have the skills to secure stable employment and enjoy the dignity of work.

The area of public policy that he is most passionate about is education. Nick believes that education is transformative and can shape people's lives. He wants teachers to be supported by government to provide the best possible education to our next generation.

# WELCOME TO THE CITY

## The Lord Mayor of Melbourne Cr Nick Reece



Nick Reece was sworn in as Lord Mayor of Melbourne in July 2024 and re-elected in November 2024. He was first elected as a councillor at the City of Melbourne in 2016 and was elected as Deputy Lord Mayor in 2020.

Nick serves as portfolio head of the City Infrastructure portfolio and deputy for the Finance, Governance and Risk portfolio – these cover a range of responsibilities and activities which are core to council business. As Deputy Lord Mayor, Nick helped steer the city through some of its darkest days during the Covid lockdowns and the subsequent recovery. With a long history of public service and experience in business, law and journalism, Nick brings a deep understanding of Melbourne life to the role of Lord Mayor.

Nick is one of the original “Mo Bros” and former chairman of global men’s health charity Movember. Founded in Melbourne, almost 10 million people have participated in Movember and raised almost \$1.5 billion for prostate cancer and men’s mental health. For over 10 years, Nicholas was a director for the street newspaper *The Big Issue*, Australia’s most successful social enterprise for homeless and vulnerable people.

Nick has been a senior executive at the University of Melbourne. He has considerable experience in government having worked as a senior adviser to Prime Minister Julia Gillard and Victorian premiers Steve Bracks and John Brumby.

Nick lives in Carlton with his wife and three school age daughters. He is a paid up and passionate member of the Carlton Football Club and is dreaming of a flag for the Blues in 2025.



# PANEL ONE

## Fostering a Strong Councillor - CEO Relationship

This panel session will focus on the critical aspects of CEO employment in local government across Victoria providing insights into the complex legal, operational, and governance frameworks that guide these roles. It will explore the recruitment, performance management, and contractual obligations of CEOs, highlighting best practices for ensuring effective leadership in local government organisations.

Key topics will include:

- 1. CEO Recruitment and Selection** – Discussing the processes involved in selecting a new CEO, including compliance with the Local Government Act, the role of councillors in hiring decisions, and the importance of a transparent recruitment process.
- 2. Performance Management and Expectations** – Addressing the mechanisms for managing CEO performance, including setting KPIs, performance reviews, and how councils can ensure CEOs meet community expectations while aligning with strategic goals.
- 3. Contracts and Employment Terms** – Reviewing typical employment contracts for CEOs, including terms of employment, remuneration, and the legal framework under the Local Government Act and other relevant legislation. The session will also look at the potential challenges and risks in the CEO's contract.
- 4. Separation and Succession Planning** – Discussing the processes involved in CEO termination, retirement, or resignation, and the importance of having a succession plan to ensure continuity in leadership.
- 5. Governance and Accountability** – Exploring the balance between the role of the council and the autonomy of the CEO, including mechanisms for ensuring accountability and transparency in decision-making.

This panel brings together local government professionals with lived experience to provide a comprehensive understanding of the CEO's role within local government, highlighting contemporary challenges and offering practical strategies to support effective governance and leadership.

# PANELLISTS

## Noelene Duff PSM

Former Chief Administrator, City of Casey and former CEO City of Whitehorse



Noelene Duff PSM, M.Bus, Grad Dip Bus, BA, BSW, FAICD, FIPAA is a recognised leader with decades of experience with the governance and management of large and complex organizations.

Noelene was most recently Chair of the Panel of Administrators for the City of Casey (2020 – 2024), a growth council in Melbourne's south eastern suburbs, appointed by the Minister for Local Government following the dismissal of the Council for alleged corruption.

Prior to this, she was Chief Executive Officer of the City of Whitehorse (2000-2019), a city central to the management of Melbourne's suburban population growth at that time. Prior to that Noelene worked in various management, policy and planning roles across the Victorian state, local and non-government sectors. She has also worked in direct service delivery roles in human services.

As an executive and board member of state, national and international bodies, she has developed a sophisticated understanding of long term strategic planning, the key fundamentals of governance, fiduciary responsibility, audit, regulation and compliance, risk management and digital strategy required in high performing organisations that value and display good governance.

She is a Fellow of the Institute of Public Administration Victoria and was a Board Member (IPAA, Vic) and is a past State President of LGPro, past National President of LGMA and International Vice President of ICMA, the international peak body for local government based in Washington DC.

Noelene is currently a Sessional Member for Planning Panels Victoria and a member of the Priority Projects Standing Advisory Committee, as well as undertaking private consulting work.

In recognition of her enduring leadership in the local government sector and for the promotion of women, she was awarded a Public Service Medal (PSM) in the 2020 Australia Day Honours. She has also been recognised by the Victorian Planning and Environmental Law Association (VPELA) in 2019 with the Paul Jerome Award for outstanding public service.

## Jim Magee OAM

Former Mayor and Councillor, Glen Eira City Council



Jim served as a Councillor and Mayor of the City of Glen Eira from 2008 to 2024. His first term as Mayor was in 2015, with subsequent terms in 2022 and 2023. He also served as Deputy Mayor in 2016 and again in 2021. Throughout this time Jim was a dedicated advocate for Glen Eira and the local government sector.

Faced with the burden of cost shifting from other levels of government, which currently costs Glen Eira \$19 million annually, Jim worked relentlessly to highlight the impact on local services and facilities. He has been a leading voice in calling for reform within the local government sector.

On a local level, Jim remains committed to securing funding for community infrastructure projects, expanding open spaces, addressing the climate emergency, supporting the transition to a circular economy, increasing social and affordable housing, and promoting integrated transport.

Jim's family emigrated from Belfast, Northern Ireland in 1970, and he has called Bentleigh East home since 1988. He is married with two sons.

## Kerryn Ellis

Executive Director, Victorian Ombudsman, former CEO South Gippsland Shire Council



Kerryn Ellis is a passionate public sector leader with over twenty five years' experience, who is energised by working with communities in a context of rapid change. Kerryn's main professional love is building high performing, ethical and agile organisations with values-based leadership working in partnership to deliver great outcomes with the community.

Kerryn's current role is Executive Director Corporate Services at the Victorian Ombudsman's Office. Prior to this position, Kerryn was Chief Executive Officer of South Gippsland Shire Council for five years, leading the transition back to elected local democracy following a tumultuous time for the Shire. Kerryn has also held the positions of Director Corporate Services at Victoria's Independent Broad-based Anti-corruption Commission and Director Corporate Performance with the City of Greater Bendigo. Kerryn holds a Bachelor of Arts, a Master of Commerce and a Graduate Diploma of Public Policy and Management, and is a graduate of the Australian Institute of Company Directors' course. Kerryn is an experienced non-executive director, and was recognised as one of the IPAA Top 50 Public Sector Women in 2021.

# PANEL TWO

## Integrity in Action: Upholding Councillor Conduct and Accountability

This session will delve into the importance of maintaining high standards of conduct and integrity for councillors. It will explore the ethical frameworks, legislative requirements, and best practices that govern councillor behaviour, aiming to foster a culture of transparency, accountability, and trust within local councils.

Key topics will include:

- 1. Legal and Ethical Standards** – Discussing the key legislative frameworks that guide councillor conduct, including the Local Government Act, the Councillor Code of Conduct, and other regulatory instruments that ensure ethical decision-making and actions.
- 2. Managing Conflicts of Interest** – Examining the importance of identifying and managing conflicts of interest, with insights on how to uphold transparency and fairness in decision-making processes.
- 3. Accountability and Transparency** – Exploring strategies for ensuring councillors maintain public trust, including the role of the public in holding councillors accountable and how local governments can promote open, transparent practices.
- 4. Disciplinary Processes and Enforcement** – Reviewing mechanisms for addressing breaches of conduct, from informal mediation to formal investigations, and how councils can enforce ethical standards while promoting a positive working environment.
- 5. Building a Culture of Integrity** – Discussing initiatives and strategies to foster an ethical culture within councils, encouraging councillors to act with integrity and serve their communities with professionalism and respect.

The panel features experts in local government, legal professionals, and integrity specialists who will provide practical insights and solutions to common challenges faced by councils.

This session is an essential opportunity for those involved in local government to enhance their understanding of conduct and integrity, ensuring a positive and accountable relationship with their communities.

## PANELLISTS

### **Melissa Scadden**

Managing Partner, Justitia Lawyers & Consultants



Melissa advises employers on the full gamut of employment law matters. She has a particular interest in assisting clients to take a proactive approach to building workplaces where people can thrive, rather than just mitigating risks when problems arise. Having spent time working in-house in Australia and overseas, Melissa has insight into how to work with employers to add value and find solutions, rather than simply providing legal advice.

Melissa has experience working with large private sector clients across various industries including education, local and state government, statutory authorities, healthcare, professional services and labour hire. She has been involved in large projects and matters including business restructures and complex workplace investigations and reviews. She has also advised employers on a range of employment-related matters, including post-employment restraints, misconduct and performance management, termination of employment (including negotiated settlements), discrimination and FWC proceedings. She has a keen interest in alternative dispute resolution, is a trained mediator and regularly conducts workplace training.



## John Watson

Former Executive Director of Local Government Victoria, Administrator at Brimbank, Municipal Monitor, Audit and Risk Committee Chair and member at multiple Councils



John has had a long career in State and Local Government over more than four decades. He has held several leadership roles in Local Government including Chief Executive Officer of the Moonee Valley City Council and Hume City Council and former Shire of Bulla. John's Victorian Government roles include as a Director, and then as Executive Director, of Local Government Victoria.

John was Chair of the Victorian Local Government Grants Commission from 2012 to 2024 and Chair of the Panel of Administrators of the Brimbank City Council from 2012 to 2016. He was Monitor to the Darebin City Council in 2022 and has sat on local government Commissions of Inquiry and Local Government Panels. He Chairs or sits as an independent member on the Audit and Risk Committees for a number of Victorian local governments, the Maryborough District Health Service and the Flinders Island (Tasmania) Shire. He has been a Board member for Northern Health since 2016.

## Tony Raunic

Managing Principal, Hunt & Hunt Lawyers



Tony is one of Victoria's leading local government and public law legal advisors. He leads Hunt & Hunt's Melbourne office as Managing Principal and has extensive experience representing parties in property transfers, leases and disputes.

Tony regularly acts for over 40 of the municipalities in Victoria, providing advice on specific commercial, property and governance matters. Tony also regularly represents the Victorian Local Governance Association (VLGA) and regional libraries, including Yarra Plenty Regional Library Services, Casey Cardinia Regional Library and Geelong Regional Library Corporation.

Tony also has extensive experience representing Victorian Government departments and authorities in acquisitions, due diligence investigations, sales, leases, licences and general property work.

Tony is a contributing editor and chapter author for the Local Government Service - Victoria, Thomson Reuters. Tony is also the Victorian representative on the editorial panel of the National Local Government Reporter (Lexis Nexis) and a regular contributor of articles.

# PANEL THREE

## Preventing Fraud & Corruption: Strengthening Intergovernmental Collaboration

This panel session will focus on the critical role of collaboration between local, state, and federal agencies in preventing fraud and corruption within local government in Victoria, Australia. It will explore how interconnected relationships between various levels of government can enhance accountability, transparency, and integrity in local governance, providing a collective approach to tackling fraud and corruption.

Key topics will include:

- 1. Collaboration Across Government Levels** – Discussing how local governments can partner effectively with state and federal agencies and other oversight bodies, to create a united front against fraud and corruption.
- 2. Shared Responsibility for Ethical Governance** – Exploring the shared responsibility of all levels of government in ensuring ethical standards and preventing misconduct. This includes joint efforts to develop frameworks, policies, and resources that guide local governments in upholding integrity.
- 3. Building Stronger Systems for Detection and Prevention** – Examining the importance of integrated systems for reporting, monitoring, and investigating fraud and corruption, as well as how local councils can collaborate with agencies to enhance their detection and prevention strategies.
- 4. Information Sharing and Risk Management** – Reviewing best practices for information sharing between different government agencies, enabling early identification of risks and providing a more robust response to potential threats of fraud and corruption in local government.
- 5. Training and Capacity Building** – Highlighting the importance of cross-sector training initiatives that strengthen the capacity of local government employees, elected officials, and public sector agencies to recognise and respond to fraudulent and corrupt practices.

This session will provide valuable lessons on how to create a more unified, transparent, and accountable approach to tackling fraud and corruption.

# PANELLISTS

## **Marlo Baragwanath**

Victorian Ombudsman



Marlo Baragwanath is the Victorian Ombudsman. She was appointed to a 10-year term in March 2024.

Prior to her appointment, Marlo was the Chief Executive Officer of the Independent Broad-based Anti-corruption Commission, and before that, the Victorian Government Solicitor. She initially worked in private legal practice, and then began her public sector career at the Ombudsman's office and went on to hold senior leadership roles at WorkSafe and the Victorian Building Authority.

Marlo holds a Law (Honours)/Arts degree and a Master of Public Administration and Public Policy.

Marlo is committed to supporting the public sector to make fair and reasonable decisions, to uphold integrity, and to promote human rights.

## **Peter Graham**

Deputy Assistant Auditor-General, Parliamentary Reports and Services,  
Victorian Auditor-General's Office



Peter Graham is the Acting Assistant Auditor-General at VAGO. Prior to joining VAGO, Peter held a number of statutory officers in the Tasmanian Government related to consumer protection, building, energy safety, occupational licensing and safeguarding. He has also held senior executive positions in the Victorian Government relating to skills and training, infrastructure and regulation.



## Michael Stefanovic

Chief Municipal Inspector, Victorian Local Government Inspectorate



Michael Stefanovic is the Chief Municipal Inspector.

Mr Stefanovic has over 35 years of experience undertaking complex investigations in high-risk environments both within Australia and abroad.

Michael has led teams specialising in fraud, corruption and misconduct investigations with the World Bank in Washington DC. He also served as the Director of the Investigations Division at the United Nations in New York.

Michael started his career in Victoria Police and served for 14 years in various roles, attaining the rank of sergeant. He has lectured at the NSW Police College and was Director of Investigations for the Royal Commission into the Management of Police Informants.

His experience extends to post-conflict environments, having served as a United Nations war crimes investigator in The Hague, Chief Resident Investigator in UN peacekeeping missions and a member of specialist teams engaged by the US State Department to investigate crimes against humanity in Myanmar (2018) and Darfur (2004).

Michael is a sessional member of the Victorian Police Registration and Service Board. He holds an Associate Diploma in Police Studies, a Bachelor of Arts – Police Studies, a Graduate Diploma in Organisational Behaviour, a Master of Arts – Police Studies and a Master of Laws – International Criminal Law.

## Alison Byrne

CEO, Independent Broad-based Anti-corruption Commission (IBAC)



Alison Byrne joined IBAC as Chief Executive Officer in August 2024. Ms Byrne has over 25 years' experience in criminal law and regulation and was previously the Chief Executive Officer of the County Court of Victoria. Having started her career at the New South Wales Crime Commission, Ms Byrne joined the Office of the Director of Public Prosecutions (NSW) where she spent several years in the Special Crime Unit prosecuting serious offences including police and public office corruption, and gang related crimes.

She has considerable experience leading regulatory agencies across diverse policy areas, including in building and trades regulation and approvals, elections and campaign finance and professional standards for police and veterinarians.

Ms Byrne holds a Master of Business Administration, Bachelor of Laws and Bachelor of Social Science majoring in criminology.

# CLOSING ADDRESS

## Anthony ‘Lehmo’ Lehmann Comedian and actor



Lehmo is a multi-talented and highly experienced performer who has spent over two decades captivating audiences across radio, television, and the stage. One of Australia's most well-travelled comedians, he's performed in every corner of the globe.

A regular fixture on the festival circuit, Lehmo has showcased his talents at renowned events. Fun fact: Lehmo once held the Guinness World Record for the most jokes told in an hour— a staggering 549!

Lehmo has earned the title of Australia's number one 'combat comic,' completing eight 'tours of duty' performing for our troops abroad.

As a polished and professional presenter, Lehmo has worked at numerous corporate events across Australia and Southeast Asia. Whether hosting AGMs, team-building days, Christmas dinners, or conferences, Lehmo's versatility shines through. With a background as a chartered accountant, he knows exactly how to engage corporate audiences—so much so, he even created and performed a highly successful festival show on the subject, Taxing Lyrical.

As an original panellist on The Project and the host of The Beep Test on Fox Sports, he's cemented his place in TV comedy. He was also a host on the long-running AFL show Before The Game.

He is currently starring in the Logie-winning and critically acclaimed Working Dog TV production Utopia, which airs on ABC and Netflix.

# MASTER OF CEREMONIES

## Chris Eddy



Chris Eddy is a 40-year veteran of local government and media.

He has been a Council and peak body CEO, an administrator at the City of Whittlesea, and a consultant working with councils on CEO performance review processes and as an independent audit and risk committee member.

Chris now presents Australia's #1 local government news podcast, the Local Government News Roundup, as well as the popular VLGA Connect series of interviews, panels and the weekly VLGA Connect news and interview series.

## Gender Lens Australia

*Making equality easy*



### *Our Services for Local Government*

- Gender Impact Assessments
- Gender Equality Action Plans
- Workplace Gender Audits
- Gender Responsive Budgeting
- Gender Data Visualisations
- Budget Bids & Business Cases
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**FASTTRACK 2025**  
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# UPCOMING EVENTS



**VLGA**  
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*lynch AND  
learn*

## Councillor Professional Development Program

### Conflict Resolution & Effective Negotiation

with Anne-Marie Cade, Lawyer,  
Mediator and Conflict Coach

Friday 9 May,  
12:00pm - 1:00pm (online)

Exclusive to VLGA members only



**VLGA**  
Victorian  
Local Governance  
Association

**LGU**

GLOBAL EXECUTIVE LIVE PANEL

## Civility in Public Life

Thursday 22 May

5:30pm - 7:00pm AEST

8:30am - 10:00am BST



# Councillor Professional Development Program

## Councillor Professional Development Program

The VLGA's Councillor Professional Development Program has been designed around the themes outlined in the reforms introduced by the Victorian Government in October 2024.

The themes to be covered are:

- Working together as a Council
- Decision-making, integrity and accountability
- Community Representation
- Strategic Planning and Financial Management
- Conduct
- Land Use Planning

We understand that councils are being asked to do more, with less. This is why the VLGA has developed a program which not only aligns with the mandatory guidelines but does so in a cost and time effective way. Our series of learning intensives, planned for later in the year, allow councils to partner with their neighbouring councils to deliver core training. All modules are covered in six half-day sessions and because the learning is shared with other councils the costs are significantly reduced.

We also recognise not all councils are the same. The VLGA also offers bespoke training. Our team of highly skilled local government professionals will work with you to customise a program that responds directly to the unique professional development needs of your council, delivered in a way which suits you.

No matter your preferred method of delivery, the VLGA Councillor Professional Development Program will increase councillor confidence and competence in their role, help identify knowledge gaps, and tailor learning opportunities and experiences to the direct learning needs of councillors.

To find out more about our programs, download the prospectus [here](#) or contact us at [vlga@vlga.org.au](mailto:vlga@vlga.org.au).

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For more information  
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