

8. BERTELSMANN AWARD FUND - PROGRAMMES FOR COUNCILLORS AND STAFF

General Manager responsible:	General Manager Human Resources, DDI 941 8548 and Director of Strategic Investment, DDI 941 8411
Officer responsible:	General Manager Human Resources and Director of Strategic Investment
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PURPOSE OF REPORT

1. In August 2004 the Council resolved that *"the incoming Council convene a small committee of elected members and staff to review the Bertelsmann Fund and recommend a scheme that will utilise those funds in the most beneficial way for both staff and elected members with a strategic focus on professional development for the recipients."*
2. In July 2005 the Director of Strategic Investment and General Manager Human Resources reported to the Council seeking approval for the appointment of a committee comprising Councillors Evans and Withers with Bob Lineham and Philippa Jones to prepare a recommendation to the Council on the use of the Bertelsmann Fund.
3. This report now seeks the Council's approval of the recommendations of the committee on proposed training programmes for staff and Councillors utilising the Bertelsmann Fund.

EXECUTIVE SUMMARY

4. In 1993 the Christchurch City Council was awarded the Bertelsmann Foundation Award for 'Excellence in Local Government'. The Bertelsmann Foundation is funded by a publishing conglomerate in Germany and each year focuses on good practice in a different area of business or industry. In 1993 the overall purpose of the Bertelsmann Prize was summed up in the following statement:

"for exemplary achievements and efficient, effective management of municipal duties."

5. The prize included funds which have been invested and over the last ten years the fund has been used to recognise individual effort, by staff and Councillors, by assisting in study directed to facilitating improvement in the Council's processes. It should be noted therefore that this is not ratepayer funded training but is utilising funds awarded to the Council and staff.
6. The committee was tasked with sourcing suitable providers to deliver a programme which is beneficial for Councillors as well as an appropriate programme for staff. The committee held the view that both programmes should focus on leadership development.
7. For the Councillors' programme, several facilitators/trainers were considered and three were shortlisted for interview. Of these, two were selected to submit a proposal, the suggestion being that they work together each providing complementary skills and experience. These are Graeme Nahkies (BoardWorks International NZ Ltd) and Karen Martyn (Yankiwi Ltd), both of whom are based in Wellington. Both Graeme and Karen impressed the committee with their enthusiasm and knowledge of effective team and leadership building training programmes. Both have extensive experience working with boards, and in particular local government.
8. The Council has developed a leadership programme for both senior leaders and team leaders within the organisation. This programme will be delivered to approximately 200 staff. The programme has already been developed and is being implemented through-out 2006. Attached as Appendix A is the outline of the two programmes.

The Proposed Programme For Councillors

9. The proposed programme, described below, will be jointly developed and delivered by Karen Martyn and Graeme Nahkies. Together they have many years of experience in successfully guiding the development of governing boards in a wide range of organisations, including local government, in New Zealand and overseas. This programme is tailored specifically to the needs of the Christchurch City Council.

10. The programme addresses the formation of an effective leadership team that will realise the potential contribution of each individual member. The intended programme will provide professional development opportunities for individual Council members that will be transferable into other governance environments that they operate in now or may wish to experience in the future.
11. It is suggested that initially there are three workshops and the Council keep open the option of further workshops which could build on this initial programme. Throughout the programme Graeme and Karen will work with the Council to understand the type of governance culture members wish to create and the types of further skills development that will best support the establishment of that culture, both in the short and longer term. The purpose is to assist the Council not only to be effective and efficient in its governance practices but also to gain increased personal satisfaction from what can be achieved together and as individuals.
12. The content is titled 'Effective Group Decision Making' with the goal of 'making the most effective decisions possible'. It would include three half-day modules - these would cover:
 - The five phases of negotiation and decision making.
 - Skills, principles and practice in behaviours and communication methods that build respect and strengthen relationships.
13. As a result of these modules, it is expected that the Council and individual members will experience:
 - Greater impact on important decisions.
 - Increased self-confidence (group and individual).
 - Enriched relationships.
 - More effective decision outputs.
 - Greater ability and desire to work together more effectively with each successive interaction.

The Proposed Programme For Staff

14. See Appendix A attached.

FINANCIAL AND LEGAL CONSIDERATIONS

15. The fund currently has \$120,000 invested.

COMMITTEE RECOMMENDATIONS

It is recommended that the Council resolve:

- (a) That the fund be split by using one third for staff training and two thirds for Councillor training.
- (b) To approve the use of the Nahkies/Martyn training proposal, with the timeframe to be approved by the committee at a convenient time for the Council.