

## MANAGERS NETWORK MEETING

**Minutes**  
**Friday 19 June 2009**

### **ATTENDANCE:**

Lynn Williamson	Focus on New Families
Gloria Bates	MTC Work Solutions (MAP)
Judith Taylor	MDSI
Debbie Graham	Campbelltown Family Support Service
Mark Pepping	Wingecarribee Shire Council
Kylie Richardson	Macarthur Ozanam Centre
Eric Rode	GROW Sydney ACC
Wies Schuiringa	Benevolent Society
Lee Rowell	Community Links Wollondilly

### **APOLOGIES:**

Marilyn Soulsby	The Junction Works
Nikki McAdoo	Highlands Community Centre
Kim McCausland	W.I.L.M.A.
Mark Populin	Interchange Wingecarribee Inc.
Stephanie Isvik	Bridges for Learning
Danna Crawford	Wingecarribee Family Support Service

### **Acknowledgement to Country**

Jane spoke about the Tharawal & Dharawal language and believed that the Dharawal was the original language of the people of this area.

### **Welcome & Apologies**

### **Current opportunities/information share**

Jane spoke on following:

- Asked those attending the meeting for feedback on the state budget.
- Announced that GROW would be closing down as of 30/6/09 to be replaced by Regional Development Australia (RDA).

### **Getting Professional Development That Works For You**

Western Sydney Community Forum (WSCF) continues to auspice all worker professional training funds. For this reason it is essential that Sector Connect works in partnership with WSCF to ensure the region receives training relevant to identified needs.

WSCF are currently running a number of focus groups to determine the most effective approach to the provision of training. As part of this consultation WSCF requested that Sector Connect received feedback from the Managers Network on this.

Small groups discussed the 2 questions below and this information has been passed on to WSCF to inform future training opportunities.

### **1. Please give one example of training that worked for you or your staff and what was it about the training that in your opinion was effective?**

- Practical hands on activities that we can use at various training sessions afterwards
- Must be based on an identified need and relevant to the workers
- Need time in the training to wrestle and think through issues

- Could training be developed as modules/units that could be used toward a final qualification
- PIAC workshops used – evidence effective training
- Timely, needed and practical
- Planned personal development relevant to job performed
- Identify gaps in staff learning and provide training ASAP – use buddy training as stop gap
- Must be relevant to the area of persons work
- Effective Management in Local Government - Understanding learning styles, individual's strengths/personal styles to ensure the best team is assembled to get the job done.
- Training which involves theory & practical work
- Training should not be forced – there needs to be an incentive to participate
- Practical strategies

**2. In your opinion what are the components of a training session that contribute to the learner applying learned knowledge and skills to daily work practices.**

- Relevance to work and based on the understanding level
- Need to grasp understanding within training session to be able to implement – no use using work books to learn afterwards
- Needs to be separate to daily operational tasks (not e-learning)
- Not done as one day training – break into 2 morning sessions so info is reinforced over 2<sup>nd</sup> session – back to work in afternoon opportunity to implement new ideas ASAP
- Localised training that is relevant to work practice
- Practical and needs based
- Effectiveness of presenter
- Effective learning tools need to be considered.

Jane explained she would hand out work sheets for all to fill in their own ideas and suggestions on Getting Professional Development That Works For You and Collaborative Planning & Work Practices at a local level. Jane suggested that you remove the 'work cap' and think from your own point of view – think outside the circle.

**JOBSFUND:**

- New Jobs Fund money – opening July 1, 2009
- Fully funded program was being announced when system went down so at this stage not all details is known
- It is believed that one hundred million dollars is to be released in first round.

**Local Employment Coordinator (LEC) for Jobs Fund**

- Local LEC recruited under DEEWR funding: Mark King 0458 939 058

**Collaborative Planning & Work Practices at a Local Level:**

**Common issues from survey:**

- Heavy workloads
- Duplication
- Competition

## **What could help?**

### 1. What does collaboration mean?

- Develop partnerships of trust
- Collaborative work practices
- Understanding each other
- Finding common ground
- Structures to support collaboration
- Duplication of meetings
- Time to develop relationships
- Attitudes + Egos

### 2. Supportive work practices:

1. Resource sharing
2. Support for Managers
3. Service mapping
4. Remembering why we are here and our client's needs
5. Government / funder engagement
6. Cooperation - Recognition of each other's value/skills/strength/knowledge

## **Questions relating to "What could help"**

### **1. Using the points above describe how in an ideal world these could be implemented? What would the sector locally look like?**

- Bring together people and services
- Explore strengths
- Agree on lead agency for funding applications etc.
- Share tasks according to strength of people or agencies for best results
- Group to make decisions not lead agency on its own
- Joining – Social Inclusion – purchasing services by government policy – Linking Silo's
- Local Places for services - Multi-disciplinary /Accountability / Quality / Support.

### **2. What stops this collaboration and supportive work practices across the sector locally (factual vs. blame)?**

- Time – Survivability – Knowledge & understanding of management level
- It is possible!
- Identify resources – e.g. machines/physical things vs. ideas
- Acknowledgement of ideas when agencies "duplicate" services
- Government needs to set forward a long term plan for funding instead of starting new services without identifying what already exists
- Five Year Funding – Based on KPI & performance & community connectedness.

### **3. How can we resolve some of these issues locally?**

- There is no strategic plan for regional service delivery
- Only positives are noted in Local Council documents – yet more negatives exist in reality

