

Message from the SOLGM Chief Executive

– time for a change

SOLGM has seen pleasing progress over the last three years. First, there was the strategy to rebuild SOLGM after the decision not to merge with LGNZ, closely followed by the decision to purchase most of the products and services of Local Government on Line (LGOL). This required a strong focus on updating and delivering a coordinated brand across our diverse offering of practice guidance, leadership and professional development products and services for you and the wider sector workforce. We have achieved a high level of consistency with our 'look and feel', attracting more members than we have ever had before. Additionally, an increasing number of stakeholders want to support us financially through the sponsorship of our learning and development events making them more financially accessible to the sector. We have also had an increasing level of interest from central government for 'SOLGM's perspective' during the development of new policy and legislation.

As a consequence of the progress, I have reviewed and updated the structure of SOLGM to ensure that we are organised in a manner that will support sustainable growth while we continue to provide high quality products and services to the sector. The structure update was based on achieving two principles:

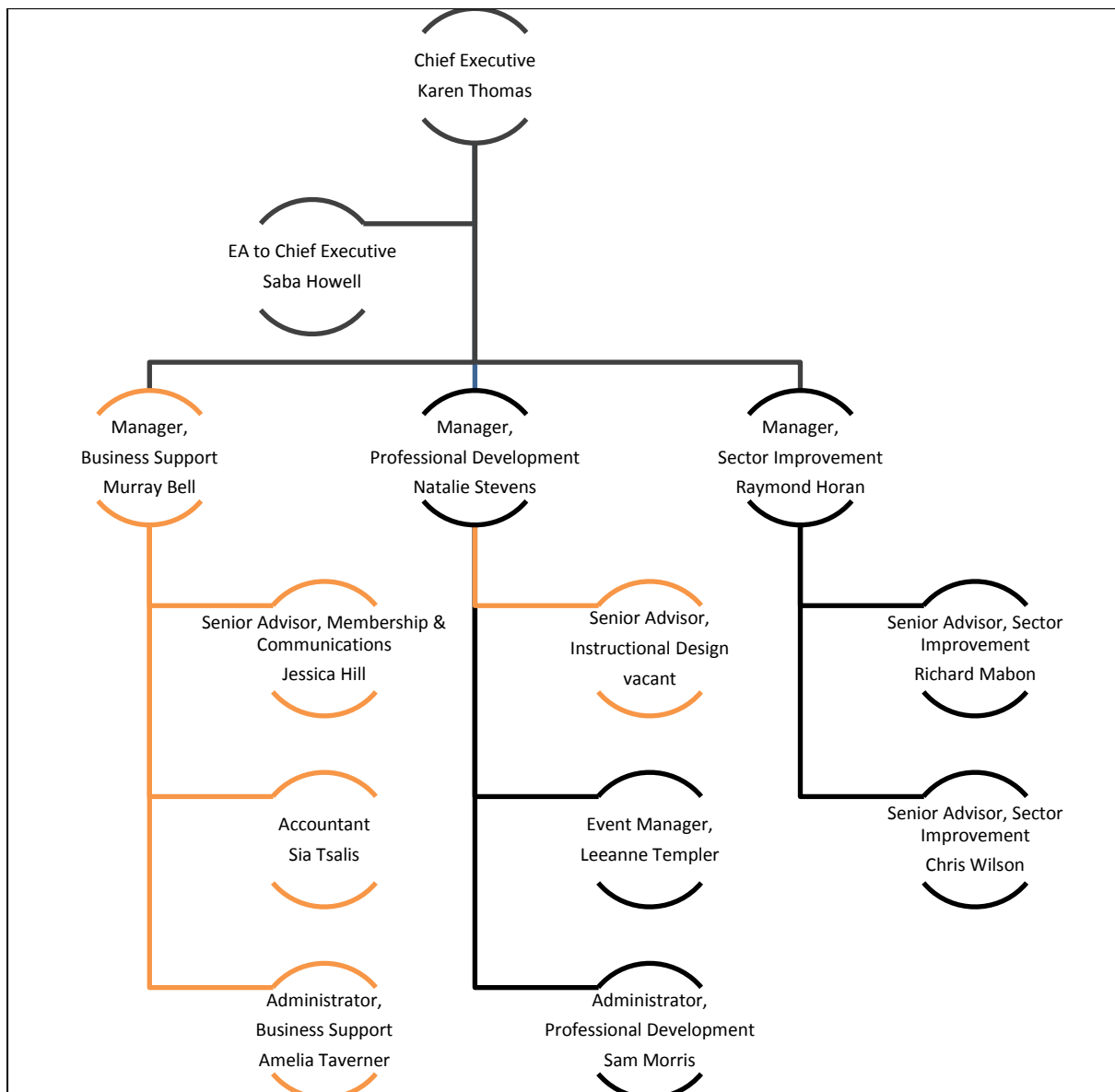
- Freeing me to work strategically rather than tactically
- Simplifying and clarifying our accountabilities

I am pleased to present you with the structure that will take SOLGM forward. This structure will allow us to provide even more support and assistance to you and your colleagues in the local government workforce, resulting eventually in better outcomes for communities. We are increasing our workforce by two and refocusing our activities into three areas:

- Sector Improvement
- Professional Development
- Business Support

Some of our current staff stay on in new or revised roles, while others have decided to seek new opportunities outside SOLGM. We wish them well for the future and thank them for their service to SOLGM over the last three years.

Below is the new structure. Where there is no change, or appointments have already been made, the roles are in black. Where we will be recruiting for new staff, the roles are in orange and interim staff are named.



Final structure flowing from the principles

In making structural improvements, I have kept the two principles central to all considerations. Retaining our current structure wouldn't stand us in good stead – doing more of the same, in the same way will not assist us to grow and therefore better support you, local government managers and staff and ultimately New Zealand communities. We need more capacity at SOLGM and we are increasing staffing by two in the areas where that capacity is most needed. We will have streamlined accountabilities and there will be a clear line of sight regarding which manager is responsible for each outcome.

I have established

- Manager, Professional Development – this role will be accountable for
 - Implementing the SOLGM Learning & Development Programme
 - Promoting professional ethics
 - Supporting the sector workforce
- Senior Advisor, Instructional Design – this role will
 - Transform the sector knowledge base into adult learning courses
 - Develop in-house leadership and professional development programmes, or work collaboratively with external providers to finalise such programmes for SOLGM delivery
- Senior Advisor, Professional Development¹ - this role will oversee delivery of courses
- Administrator, Professional Development² - this role will support the Professional Development team
- Manager, Business Support – this role will be accountable for
 - The business of the Society (membership, finances, governance and legal compliance, strategy development, strategic planning, managing SOLGM businesses [e.g. LGJobs])
 - Communicating to members and stakeholders
 - Using our partnerships to grow our business
- Accountant – this role will
 - Manage and account for the Society's finances
- Senior Advisor, Membership and Communications – this role will
 - Manage SOLGM's membership strategy
 - Communicate to SOLGM members and stakeholders
 - Manage SOLGM's brand and market SOLGM's products and services
- Administrator, Business Support – this role will assist the Business Support team

¹ This role replaces the 2015 'Sponsorship & Events Manager' and the current 'Events Manager' role when it concludes in June 2017

² This role replaces the 2014 'Marketing & Communications Coordinator' and 2016 'Communications & Events Administrator' role

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'K Thomas', with a stylized, cursive script.

Karen Thomas
Chief Executive