

**Strathbogie Shire Council**  
**Councillors and ELT**  
**Transition Plan**  
**Internal Working Document**

Once we as councillors have signed up and committed to the SOI and the MM 10 Point Plan Guidelines, we need to come together with the CEO and ELT to re-establish a trusting, respectful and productive working relationship.

**1. Knowledge transfer and relationship reset.**

Within 28 days of the acceptance of the SOI and the 10 Point Plan Guidelines a professional will facilitate a session between the Councillors and the ELT.

This will be a chance to reset this critical relationship by each having a chance to express their needs and wants, and understanding what each party needs from the other to regain trust.

It will be a chance to reset how the Councillors and the Executive work together to ensure we are providing a safe, respectful and enjoyable workplace environment that ensures good governance is maintained between the two parties.

Rules of engagement are to be developed and agreed upon.

**2. Transition and build on good will.**

For next 6 months after 1. is completed, Councillors and ELT will participate in monthly mentoring – facilitated conversations that tackle the key risks for council.

This period will be used to strengthen our rules of engagement.

**3. Steady State**

Together we have a better chance of success.