7.3 MONASH LEADERSHIP AND INTEGRITY AWARD 2013 (IN HONOUR OF DAVID CONRAN)  
(SW:FM)

Responsible Committee: Cr Geoff Lake (Mayor); Cr Stephen Dimopoulos (Deputy Mayor) and Andi Diamond (CEO)

EXECUTIVE SUMMARY

The Monash Leadership and Integrity Award has been created to celebrate leadership at Monash in honour of David Conran, who was the CEO of Monash for over 17 years, retiring in 2012. David was an inspiring leader, highly respected by Councillors and staff.

The award celebrates the outstanding achievements of a Monash employee. The award recognises an individual for their exceptional leadership and contribution and is evaluated against the key criteria of the Monash Leadership framework – Leading Performance & Innovation, Leading Self and Leading Others.

The award is open to all staff via a nomination from a member of the Corporate Management Team. Nominations were assessed by a Committee comprising the Mayor, Deputy Mayor and the Chief Executive Officer.

David Conran will be invited to present the award at a staff event in early 2014.

PURPOSE

For Council to endorse the Committee’s recommendation of Lucas Skelton as the recipient of the Monash Leadership and Integrity Award, 2013.

KEY CONSIDERATIONS/ISSUES

A citation highlighting Lucas Skelton’s achievements and contribution is attached for information.

FINANCIAL IMPLICATIONS

The value of the award is $500. The cost of the award will be met out of the current Organisation Development and Planning budget.

CONCLUSION/RECOMMENDATION

That Council endorses the recommendation of the Committee and resolve that Lucas Skelton is the recipient of the 2013 Monash Leadership and Integrity Award.
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Responsible Committee: Cr Geoff Lake (Mayor); Cr Stephen Dimopoulos (Deputy Mayor) and Andi Diamond (CEO)

RECOMMENDATION
That Council endorses the recommendation of the Monash Leadership and Integrity Award Committee and resolves that Lucas Skelton is the recipient of the 2013 Monash Leadership and Integrity Award.

INTRODUCTION
The Monash Leadership and Integrity award celebrates the outstanding achievements of a Monash employee. The award recognizes an individual for their exceptional leadership and contribution and is evaluated against the key criteria of the Monash Leadership framework – Leading Performance & Innovation, Leading Self and Leading Others.

The award is open to all Monash employees.

BACKGROUND
Council determined, at the meeting on 25 September 2012, to create the award to celebrate leadership at Monash in honour of David Conran who was the CEO of Monash for over 17 years, retiring in 2012. David was an inspiring leader, highly respected by Councillors and staff. During his time as CEO, he oversaw a period of enormous growth for the City.

DISCUSSION
Nominations for the award were submitted by the Corporate Management Team (CMT). A Committee comprising the Mayor, Deputy Mayor and the CEO assessed the nominations against key criteria – Leading Performance and Innovation, Leading Self and Leading Others. The Committee recommend that Lucas Skelton be named as the recipient of the 2013 Award.

POLICY IMPLICATIONS
There are no policy implications relating to this award.

SOCIAL IMPLICATIONS
There are no social implications relating to this award.

HUMAN RIGHTS CONSIDERATIONS
There are no Human Rights implications relating to this award.
FINANCIAL IMPLICATIONS
The value of the award is $500. The cost of the award will be met out of the current Organisation Development and Planning budget.

CONCLUSION
That Council endorses the recommendation of the Committee and resolves that Lucas Skelton is the recipient of the 2013 Monash Leadership and Integrity Award.
**ATTACHMENT 1**

**Citation - Lucas Skelton**

Lucas Skelton is the Coordinator, Active and Passive Reserves, in the Infrastructure Division. He joined the City of Monash in 2011. He leads the team which maintains sports ovals including cricket, rugby, soccer, football and baseball. His team also maintains recreation parks like the Waverley Municipal Golf Course and Bayview Park in Mount Waverley.

Lucas came to Monash after working overseas in roles including managing the construction and maintenance of golf courses in Vietnam. He initially worked in a Foreman Role and was quickly successful in moving up to a Coordinator role.

In his role Lucas has consistently demonstrated excellence and outstanding performance. In his time at Monash he has been instrumental in implementing a number of new processes and improvements within his team including:

- Twice yearly sports ground audits
- The introduction of new equipment which has improved the efficiency of staff
- Organised community planting days which have created opportunities and encouraged the local community to become more involved in their local parks.
- Improved management of turf and use of a mixes of grasses to improve summer and winter condition.

These initiatives have enhanced the quality of our parks assets maintenance, significantly improved the appearance of our active and passive reserves and increased customer satisfaction. The amount of positive feedback from the community has increased substantially.

Lucas demonstrates leadership and provides confidence to those around him. He has a demonstrated ability to project manage complicated projects and understands the importance of building relationships with key stakeholders. The communication with internal departments like Recreation and Capital Works has become stronger as a consequence.

Lucas has implemented a number of innovative approaches to complex matters as is demonstrated by the initiative to rejuvenate garden beds using excess mulch at the transfer station, mulch that would have otherwise ended up in Landfill.

Lucas is a strong contributor to the organisation – he actively participates in cross function committees and works across the organisation to plan long term priorities for the City. He has also been recently successful in being selected to participate in the 2014 LGPro Emerging Leaders Program.