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TO WHOM IT MAY CONCERN

Nillumbik Shire Council's management team has been working with Leading Teams and Kraig Grime on our management development program for the past four years. The focus on values and behaviours and work on relationship assessments and peer assessments has been particularly valuable for building strong and effective communication and performance amongst the management team.

I believe this work has been a key determinant in workforce surveys showing nearly 90% of staff would recommend working at Nillumbik to their friends and family. Also it has, in my view, been instrumental in equipping us with the capacity to cope with the huge impact of the bushfires on this organisation and this community.



Bill Forrest
Chief Executive Officer

Dated 22 April 2009