

Our mission
MCC is a strong Council that delivers results for our community, builds successful partnerships and has the leadership, culture, capacity and capabilities to make this happen.

Management framework
The Australian Business Excellence Framework (ABEF) will guide organisational improvement which is focused on the achievement of sustainable business performance and improved capability to deliver the MCC mission.

Purpose of the CDP
To guide the development and growth of our people and our culture to support the achievement of our mission and delivery of corporate strategy.

MCC Corporate Development Program (CDP) 2017 focus areas



The Australian Business Excellence Framework

- Legend**
L1 - GM
L2 - Directors
L3 - Managers
L4 - Coordinators/ team leaders
L5 - Team members
CDP - Corporate Development Program
IDS - Integrated Development System
OCI - Organisational Culture Inventory
OEI - Organisational Effectiveness Inventory

As at 21/04/17

Integrated approach	Activity	Value add	Target audience
Developing mindsets	MBTI	Understanding your personality preferences & impact on your perception & decision making	L1, 2, 3, 4, +
	LifeStyles Inventory (LSI 1)	Understanding of your assessment of your behaviour	L1, 2, 3
	Emotional Intelligence (EQi)	Understanding your social and emotional skills - intra & inter personal	L1, 2, 3
Developing behaviours	LifeStyles Inventory (LSI 2)	360 assessment of how other's see your behaviour	L1, 2, 3
Developing relationships	OCI - Org culture - actual & ideal; action planning	Assessment of actual and ideal culture	All staff
	Organisational values	Staff involvement in definition of what is important to us; to guide our behaviour and decision making	All staff
Developing systems	OEI - Org culture - causal factors & outcomes of culture; action planning	Understanding why we have our actual culture not our ideal culture	All staff
	Engineering Project & integration	Integration of people and processes to support efficiencies and job satisfaction	Engineering - various
	PMO & integration	Planning integration activities	Various
		Community integration activities	Various
		Corporate integration activities	Various
Integrated development	Developing Future Leaders program	Guides development of future leaders, supports collective leadership and provides capacity for more complex decision making	L4, 5
	Corporate learning corporate processes & systems May include: <ul style="list-style-type: none">Finance & budgetingProMappSmartsheetICT & mobile technologyProject management engineeringOthers	Supports horizontal skill development for staff through education on corporate processes & systems	Various
	Corporate learning various approaches, tools May include: <ul style="list-style-type: none">Change management & ADKARLEAN process improvementAgile, scrumConducting constructive conversationsAction inquiryOthers	Provides exposure to various approaches, tools, skills to support efficiencies in how we do our work	Various
	Integrated development system (IDS)	Track, support and measure the progress of the MCC Integrated Approach and CDP	Can be used at individual, team, divisional & organisational level