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# Relationships

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- Achievement of Council's vision and objectives is served by:
  - Having a strategy and vision
  - Having understood processes & procedures
  - Having well understood roles, responsibilities and obligations

# Relationships

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- Having individuals with appropriate skills and knowledge
- Having Good Relationships within Council
- Good Governance

# Relationships

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- Key Elements:
  - Open communication
  - Mutual respect
  - Agreed conduct
  - Honesty
  - Agreeing about how we handle it when we don't agree

# Relationships

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- Importance
  - Because its about the community
  - Public Confidence
  - Achieving your objectives
  - Good Governance
  - Health

# Relationships

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- Key Relationships;
  - Councillors and CEO
  - Mayor and CEO
  - Councillors with each other
  - Constituents
  - The Media

# Relationships

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- **Hurdles to Good Relationships:**

- Use of divide and conquer strategies

- Lack of mutual respect in communication

- Ego driven behaviour

- Intimidatory practices and behaviours

- Lack of mutual trust

- Lack of understanding of roles and responsibilities

# Working Relationships

## tools and strategies

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1. Code of conduct
2. Agreement on acceptable behaviour
3. Zero tolerance of inappropriate conduct
4. Strong use of the Chair / Mayoral role.
5. Debrief time after council meetings.
6. Councillors meeting together.
5. Effective CEO performance review process