

# CEO Key Performance Indicators 2026



Role & Responsibilities of the CEO	Key Performance Indicators 2026 (KPI's) - targets	KPI Measures	Target: <ul style="list-style-type: none"> <li>○ Achieved</li> <li>○ not achieved</li> </ul> achievement could not be determined	If the target was not achieved, was beyond the CEO's control and why?	If no determination could be made, why?
1	<b>Governance and Compliance</b>	Compliance with legislation and regulations.	Audit & inspection reports		
		Delivery of services and work against budget.	Extent of budget variances		
		Review Corporate Business Plan.	Report Plan to Council		
		Prepare Public Health Plan.	Report Plan to Council		
2	<b>Management of the Local Government's resources</b>	Implement ERP system.	Extent of implementation.		
		Investigate the value proposition of contacting out roadwork needs.	Report to Council.		
		Optimise external funding.	Grants gained by the Shire. Other external positioning.		
3	<b>Leadership</b>	Cultivate innovation from staff.	Provide examples of innovation considered or implemented.		
4	<b>Strategic Projects and Programs</b>	Activate residential subdivision to create more residential Lots in Williams.	Contracts progressed for development works.  Extent of development implemented.		
		Review Williams Town Zoning to assess issues & potential for increased residential density.	Report presented to Council.		

		Activate industrial subdivision to create more Lots in Williams to encourage investment and growth.	Contracts progressed for development works.			
		Award contract for indoor courts & female change rooms.				
		Develop strategy & implement market testing for potential commercial development on Shire land, Albany Highway.	Strategy developed and considered by Council.  Feedback from implementation.			
		Progress long term future plan for Recreation ground zone.	Draft plan produced.			
5	<b>Human Resource Management</b>	Establish succession plan for key leadership skill sets the Shire will need in future years.	Future leading hand and Works Manager identified.			
		Promote flexibility of staff working across teams to build resilience and efficiencies.	Provide examples			
6	<b>Other matters considered</b>					