

# Bath & North East Somerset Council

MEETING	<b>Policy Development &amp; Scrutiny Panel</b>	
DATE:	<b>14<sup>TH</sup> September 2016</b>	EXECUTIVE FORWARD PLAN REFERENCE:
		<b>E</b>
TITLE:	<b>Organisational Development</b>	
WARD:	All	
<b>AN OPEN PUBLIC ITEM</b>		
<b>List of attachments to this report:</b> No attachments		

## 1 THE ISSUE

This report accompanies a presentation which will be provided at the meeting on the work of the Organisational Development function within the Council.

## 2 RECOMMENDATION

The Panel is asked to;

- 2.1 Note the presentation and the changes taking place that affect how the Council will apply organisational development to continue to improve efficiency, alignment of the workforce, deliver key priorities and achieve high levels of commitment to support excellent performance.

## 3 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 3.1 There are no resource implications as a direct result of the presentation which is to inform Members of the Panel of the ongoing work of the Council's Organisational Development function.
- 3.2 The OD management role is hosted within HR and compliments both training and development activity together with workforce planning. In recent years there has been a move away from the use of external support thereby saving significant costs. Communications Team.

## 4 THE REPORT

### 4.1 What is Organisational Development?

The new focus within Organisational Development (OD) within B&NES will build upon the successful initiatives over the past 4 years with focus on #onecouncil.

The #onecouncil brand describes the increased focus on collaborative working and achievement to continually improve efficiency and empowerment to enable us all to effectively deliver our Corporate Strategy 2016 – 2020.

Our Organisation Development Manager is reviewing the direction and achievements in this area; whilst making recommendations to align projects and areas of work to deliver a sustainable approach to developing all or our staff and organisation. The initial phase of this work is the development of an Organisation Development Plan to work alongside the delivery of the Corporate Strategy 2016 – 2020.

The uncertainty and complexity of change means that we need to be *fleet of foot* as an organisation and to make sure that our customers are at the heart of everything we do to drive successful and sustainable change.

Key opportunities and challenges include:

- Changes to the leadership with the appointment of a new Chief Executive
- The implications of the Council's financial challenge
- The priorities in the corporate plan linked to prevention, business growth, customers, communities, efficiency and income generation together with increased commercialisation of some services.
- The digital agenda
- Changing demands on public services
- Recent successes and the development of a culture that increasingly works across organisational boundaries.

**The presentation will set out the proposed next steps.**

**Now is a good time for the panel to comment as the plan is at an early stage of development.**

**The proposed next steps are:**

- Promoting a shared vision with leaders as role models and ambassadors.
- Producing a prioritised, evolving and sustainable approach to optimise organisational potential.

- Generating new levels of engagement, energy and productivity by continuing to change 'how' we work.
- Preparing our customers (*staff and community*) to take ownership of the challenges and to be ready for today, tomorrow and the future.
- Introducing methods and measures to review our success and to track our progress and improvement.
- Informing and involving elected members ensuring the approach aligns with Council priorities

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<b>Background papers</b>	N/A
<b>Please contact the report author if you need to access this report in an alternative format</b>	