

**Question set for confirmatory meetings**

Please find below the question set which will be used in the confirmatory meetings. A selection of them will be asked by the panel at the meeting.

- 1) What do we need to know about your career to date to understand the person sitting in front of us today?
- 2) What are the key lessons you have taken from your developmental feedback conversation with Korn Ferry and how will that influence your behaviour in the future?
- 3) What's your understanding of the reset we are setting out to achieve from 1<sup>st</sup> January 2024 and how do you think you will need to change how you behave?
- 4) How would you describe the difference between responsibility and accountability?
- 5) What do you consider your biggest failure has been in your current role and what did you learn most about yourself?
- 6) How would you describe your understanding of "our values" and how do they align with your own personal values? How do these influence your view of your leadership?
- 7) What is the most difficult decision you have and haven't taken as a leader in your current role? How did you feel about making these decisions and what did you learn about yourself?
- 8) As a leader, how can you ensure the principles of co-design are brought into service delivery at the most fundamental everyday levels?
- 9) Can you describe how you will make sure everything your directorate does is guided by the Council's Corporate Strategy and plan?
- 10) What will you do to make ELT/CMT more effective?

