

make it happen



council of the future

CAN Event

Friday, June 21st 2019

Agenda

- Welcome & Introduction
- The five year Business Plan
- CotF Governance Model
- CAN Survey - Feedback
- We Need You
 - EES19
 - Anytime Anywhere
 - Workstream Boards
- Communication

The 5 Year Business Plan



Kenneth Lawrie

5 Year Business Plan

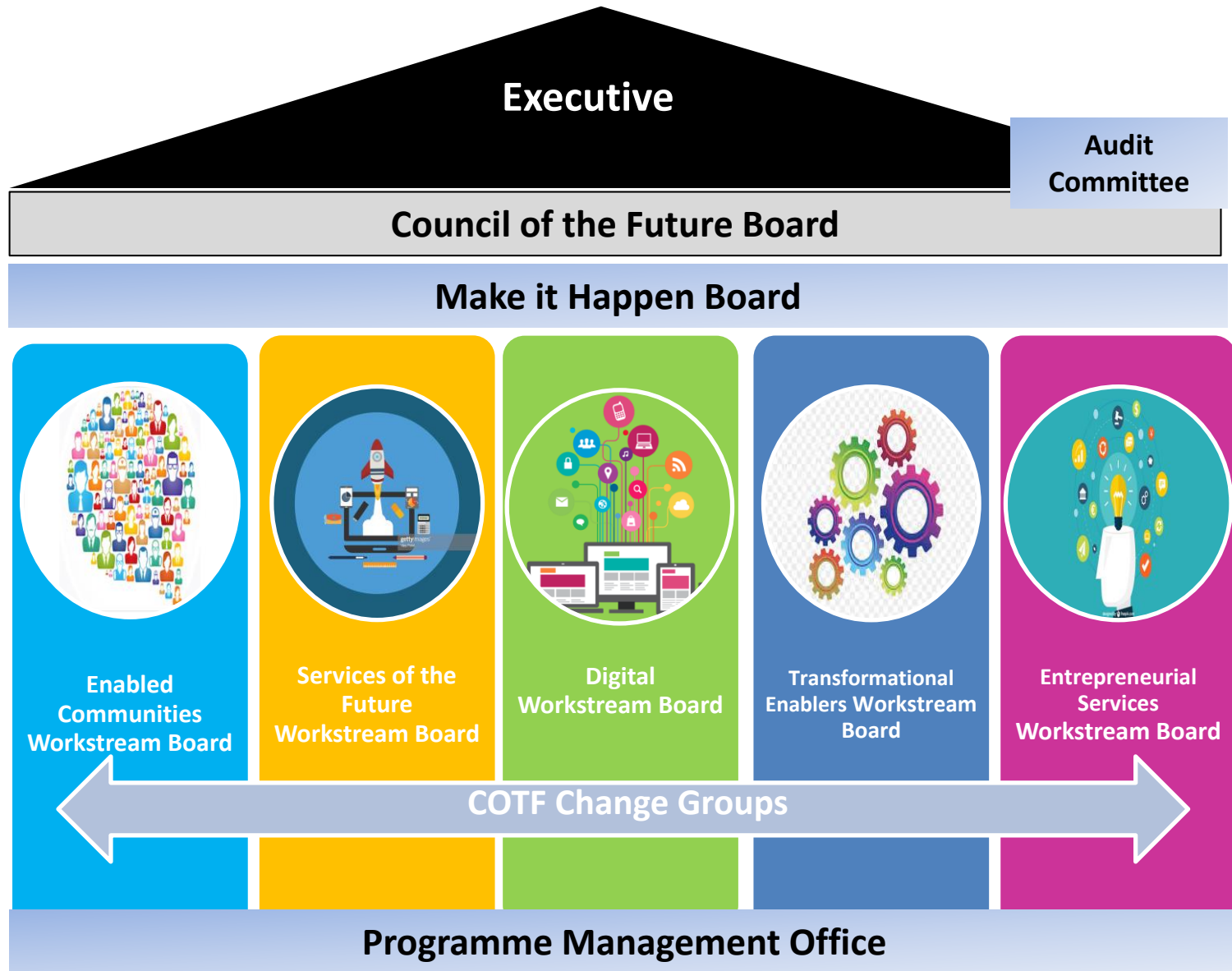
- Business plan given the green light by the Executive
- How we become Council of the Future
 - Transforming Development Services
 - Reshaping Children's Services
 - Re-modelling Corporate & Housing
- What our Business Plan Means for you.
- Working together – new boards set up to help change happen

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CotF Governance Model

COTF Governance Framework



Workstream Boards

Workstream	SRO	Chair
Enabled Communities	Kenny Gillespie	David Mackay
Services of the Future	Anne-Marie Neilson	Sara Lacey
Digital	Caroline Binnie	Jon Reid
Transformational Enablers	Karen Algie	Julie McKenna
Entrepreneurial Services	Carl Bullough	Graeme Webster

What is a Workstream Board?

The purpose of the Workstream Board is to:

- develop strategy
- coordinate and **manage transformation** activity across the Council
- ensure that improvements and **savings are delivered** in line with our 5-year business plan

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CAN Survey

CAN Survey

- Diverse skillset
- Skills and experience not fully utilised
- CANs keen to develop
- Creative & positive attitude to change

CAN Survey

- Survey issued to CANs to gather data on skills, experience, qualifications and training
- Analysis of the data
- Follow up emails sent to get more meaningful information based on training requirements
- CANs sign posted to applicable OLLE courses and current available training

CANs – What's needed?

- Identify which skills are needed to meet the 5 year Business Plan
- Link in with Project Managers to identify where there are skills and resourcing gaps
- Matching of skillsets
- Shadowing/secondments
- Bespoke training to be arranged and delivered
- Relaunch of CANs Charter in line with Business Plan approval

CANs Charter

As a CAN:

- I will positively promote the Council of the Future Values: **Responsive Innovative Trusted Ambitious**.
- I will **make it happen** by:
 - **Being** an enabler for change
 - **Challenging** the status quo and embracing new ideas
 - **Being** a positive promoter for Falkirk Council and the change programme,
 - **Creating** a culture of trust with our colleagues and customers
 - **Empowering** our colleagues to get their voice heard by encouraging participation in the Change Agent Network
 - **Contributing** to Change Agent events as much as possible
 - **Sharing** experiences and stories of success
 - **Being** a positive influence and champion for cultural change
 - **Encouraging** collaboration and partnership working across the whole council and community
 - **Promoting** wider communication of CAN activities in my service and throughout the council
 - Going the extra mile

To Make It Happen, Managers will:

- **Support** CANs to attend events,
- **Support** CANs to take part in CAN activities and promote outcomes
- **Empower** CANS to progress actions to implement change
- **Invite** CANs to regular teams meeting, etc.

WE NEED YOU!
TO MAKE IT HAPPEN

CotF Work Required

- Employee Engagement Survey 2019
- Anytime Anywhere
- Workstream Boards

Employee Engagement Survey 2019

- Survey planned for September 2019 – to run for 6 weeks
- To gauge employees views on the council and understand what has changed since 2017
- To identify barriers to change

Employee Engagement Survey 2019

You can help by:

- Positively supporting the survey at meetings
- Encourage team members to complete the survey
- Help colleagues to complete the survey if required.
- Call out an issues relating to the survey to the PMO

Anytime Anywhere

What is Anytime Anywhere?

- Bringing people, process and technology together to find the most effective ways of working
- A culture of flexibility
- Focus on outputs rather than micro management of presence

Anytime Anywhere

Upcoming Milestones:

- **Sept – Dec '19:** Implement clear desk policy in all council buildings
- **Oct '19:** Confirm AA workstyles for all roles
- **Dec '19:** Audit/Refresh of meeting rooms
- **Jan '20:** Hot desking in all council offices

Anytime Anywhere

How can CANs support Anytime Anywhere?

- Promote AA success stories
- Explain the benefits of flexible working
- Encourage best practice – clear desks/hot desking, paperless meetings, digital collaboration
- Identify barriers to Anytime Anywhere; suggest solutions

Workstream Boards

Could you be the CAN representative on a workstream board?



**Enabled
Communities
Workstream Board**

Skills

- Community focus
- Customer Focus
- Creative
- Innovative
- Listening to people
- Talking to people from all levels
- Can offer constructive challenge



**Services of the
Future
Workstream Board**

Skills

- Customer Focus
- Collaborative
- Creative
- Innovative
- Open to new ideas
- Modern
- Technical innovator
- Alternative solutions
- Can offer constructive challenge



**Digital
Workstream Board**

Skills

- Interested in Digital Innovation
- Innovative
- Creative
- Solution driven
- Can offer constructive challenge



**Transformational
Enablers Workstream
Board**

Skills

- Innovative
- Creative
- Technical Innovator
- Team working facilitator
- Can offer constructive challenge



**Entrepreneurial
Services
Workstream Board**

Skills

- Community focus
- Customer Focus
- Creative
- Innovative
- Commercial focus
- Alternative Solutions
- Can offer constructive challenge

CAN Event



Communication

CAN Communication

Huddle Proposal

- Conference call open for 30mins 2 days per week (Tuesday & Thursday)
- No formal agenda
- Open forum to share/raise anything relating to CotF

To Finish....

If you are interested in further information on any of the projects discussed today or about anything to do with COTF, please contact the PMO @

councilofthefuture@falkirk.gov.uk

Questions

