

# OFFICER DELEGATION SCHEME RECORD OF DECISION

**TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES**

<b>Date:</b>	23 November 2020	<b>Ref No:</b>	
<b>Responsible Officer:</b>	Geoff Little, Chief Executive		
<b>Type of Decision (please refer to MO Guidance):</b>			
<b>Key</b>	<input type="checkbox"/>	<b>Non-Key</b>	<input checked="" type="checkbox"/>
<b>Freedom of Information Status:</b> <i>(can the report go in the public domain)</i>			
Closed as it relates to the business affairs of another organisation.			
<b>Title/Subject matter:</b> <b>Executive Team Development</b>			
<b>Budget/Strategy/Policy/Compliance:</b>			
(i) Is the decision within an Approved Budget?	Yes/no		
(ii) Is the decision in conflict with the council's policies, strategies or relevant service plans?	Yes/no		
(iii) Does the decision amend existing or raise new policy issues?	Yes/no		
(iv) Is the decision significant and/or does it meet the £100,000 threshold for recording?	Yes/no – if yes please state;		
<b>Equality Impact Assessment</b> [Does this decision change policy, procedure or working practice or negatively impact on a group of people? <b>If yes</b> – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]		No	

**Summary:**

Bury is putting plans in place for huge transformational change.

With a new Executive Team now in place, working across the Council and the CCG, we have taken the opportunity to put some of the building blocks in place by developing a strategy for Bury that commits both organisations, working with partners and the community, to a decade for reform; a bold ambition to tackle deprivation and improve growth through a programme of work that covers people; places; ideas; infrastructure and the business environment.

All of our work will be guided by the principles of inspiration, aspiration, participation and collaboration.

Alongside the strategy for Bury 2030, a corporate plan is under development, setting out how both organisations will deliver the Bury strategy; which the Executive Team will be responsible for delivering as a team; individually and within their departments.

We are embarking on the ambitious programme of change at a time when our Borough and the whole nation is facing up to the enormous social and economic challenges which are resulting from the Covid-19 pandemic.

The Executive Team must also deliver an extremely challenging budget this year, together with developing options for the next three years; with work having taken place over the summer to refresh the assumptions in the medium term financial strategy and options being considered in autumn.

Specific deliverables include:-

- Facilitation of a team discussion to establish a leadership proposition for the new Executive team in the context of the Bury 2030 principles;
- A feedback exercise for each member of the Executive Team based on a 360 approach, with reference to the new leadership proposition/Bury 2030 principles;
- A private coaching session with each team member to develop a personal development plan in the context of the agreed team proposition and personal feedback;
- Facilitate three subsequent team development sessions to embed the new proposition through focus on:
  - time to connect on a personal level
  - clarity to priorities
  - individual and collective strengths and how these can be utilised to embed the new leadership proposition
- Produce a report on the progress of the group throughout the programme and final report at the end.

Three companies were invited to tender, with two bids being received.

The preferred bidder, whilst being a higher price, offered much more depth of experience of leadership development programme design and delivery to a newly established executive team across local government and health and care, responding to individual differences and experience.

The other bidder did not meet the brief – there was no detail about how they would meaningfully develop the leadership proposition nor proper understanding of our context. In contrast, the preferred bidder had a really robust proposal with 3 x psychometrics inputs and a comprehensive 360 and structured methodology for team development. They also described an understanding of the Bury 2030 Strategy by referring to the principles and how they would use them as a starting point for developing the team in context.

**Wards affected:** None


**Consultations:** None

**Scrutiny & Review Committee Interest:**

**Options considered:** Procurement process undertaken and bids reviewed.

**Decision** To appoint bfpeople at a cost of £31,500.

The funding for this will be met from the transformation reserve (Lisa Kitto) -23 November.

<b>Decision made by:</b>	<b>Signature:</b>	<b>Date:</b>
Chief Executive		30.11.20
<b>Members Consulted [see note 1 below]</b>		
Cabinet Member		
Lead Member		
Opposition Spokesperson		

### Notes

1. Where, in accordance with the requirements of the Officer Delegation Scheme, a Chief Officer consults with the appropriate Cabinet Member they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained if required, to confirm that he/she has been consulted. Please refer to the MO Guidance.
2. **This form must not be used for urgent decisions.**
3. Where there is any doubt, Corporate Directors should err on the side of caution and seek advice from the Council's Monitoring Officer.