



Policy, Finance and Development Committee	Tuesday, 05 December 2023	Matter for Information and Decision
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Report Title:

Organisational Strategy (2023)

Report Author(s):

Sal Khan (Interim Strategic Director)

Purpose of Report:	To present a draft Organisational Strategy for the PFDC to consider for approval.
Report Summary:	This draft Organisational Strategy sets out a vision for the type of organisation the Council needs to become to deliver the Corporate Strategy and to continue to thrive, given the financial limitations and the external environmental constraints which the Council faces.
Recommendation(s):	That the Organisational Strategy as set out at Appendix 1 to this report be approved.
Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):	<p>Anne Court (Chief Executive / Head of Paid Service) (0116) 257 2602 anne.court1@oadby-wigston.gov.uk</p> <p>Sal Khan (Interim Strategic Director) (0116) 257 2635 sal.khan@oadby-wigston.gov.uk</p> <p>Trish Hatton (Head of Customer Service and Transformation) (0116) 257 2700 trish.hatton@oadby-wigston.gov.uk</p>
Strategic Objectives:	<p>Our Council (SO1)</p> <p>Our Communities (SO2)</p> <p>Our Environment (SO4)</p> <p>Our Partners (SO5)</p>
Vision and Values:	<p>"Our Borough - The Place To Be" (Vision)</p> <p>Customer & Community Focused (V1)</p> <p>Resourceful & Resilient (V4)</p>
Report Implications:-	
Legal:	There are no implications directly arising from this report.
Financial:	There are no implications directly arising from this report.
Corporate Risk Management:	<p>Decreasing Financial Resources / Increasing Financial Pressures (CR1)</p> <p>Political Dynamics (CR3)</p> <p>Reputation Damage (CR4)</p> <p>Regulatory Governance (CR6)</p> <p>Organisational / Transformational Change (CR8)</p>
Equalities and Equalities Assessment (EA):	There are no implications arising from this report.

Human Rights:	There are no implications directly arising from this report.
Health and Safety:	There are no implications directly arising from this report.
Statutory Officers' Comments:-	
Head of Paid Service:	The report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	The report is satisfactory.
Consultees:	<ul style="list-style-type: none"> • Senior Leadership Team • Corporate Management Team • Council employees via staff newsletter
Background Papers:	None.
Appendices:	1. Organisational Strategy

1. Introduction to the Organisational Strategy

- 1.1. This Organisational Strategy sets out a vision for the type of organisation the Council needs to become to deliver the Corporate Strategy and to continue to thrive, given the financial limitations and the external environmental constraints which the Council faces.
- 1.2. The strategy provides an overarching framework for the future development of the Council as an organisation based upon a set of principles that are both relevant and necessary.
- 1.3. The strategy and its principles are intended as a guide to ensure that the Council can marshal efforts and resources to provide a persistent focus on continued improvement in outcomes, value for money and therefore increasing public value, enabling the Council to become more sustainable in future years.

2. Organisation Vision

- 2.1. The vision for the future shape of the Council is to be one of:

A more focused council with an efficient support function, concentrating resources on council service delivery in innovative ways to a set of activities agreed by Members and Officers.

3. Organisational Principles

Section 3 of the strategy sets out the six key organisational principles required of the Council in order to achieve the vision. These are:

- Sustained in our focus on outcomes.
- Strong in providing leadership.
- Confident with the right sort of partnership working.
- Confident with change and improvement.
- Confident with information.
- Being accountable.

4. Implications for Services

In delivering on the stated vision and associated principles there also exist underlying service characteristics common to all services within the authority. Section 4 of the strategy states that these are:

- Customer shaped, delivering value for money,
- Being professionally guided,
- Able to work across authority functions and organisations,
- Creative, seeking excellence in innovation and the application of organisational learning.

5. Supporting Outcomes

There are five key organisational drivers underpinning the delivery of the organisational vision within the context of reinvigorated service requirements. Section 5 of the strategy suggests that these are:

- Our workforce,
- Our elected members
- Our systems, processes and technology,
- Our assets,
- Our customer access arrangements.

6. Conclusions and Timescales

- 6.1. It is suggested that the strategy will run until June 2027 and all underpinning strategies that are due for a refresh or need to be written will incorporate the principles of the Organisational Strategy.
- 6.2. There will be a need to ensure that as the requirements from and the demands of Local Government continue to change that the principles considered in this strategy and the underpinning business strategies continue to remain relevant and appropriate.
- 6.3. This strategy will be reviewed annually to ensure the content and approach is still appropriate and fit for purpose.