

Leicester
City Council

Wards affected: All wards (Corporate Initiative)

Cabinet

24th March 2003

Interim Corporate Plan

Report of the Chief Executive

1. Purpose of Report

This report outlines the process to date of developing the council's corporate plan. A copy of the interim plan is included in appendix 1 of this report.

2. Summary

Over the last few months a number of members and officers have been working on the development of a corporate plan for the council. This has also involved events for staff including a senior managers' seminar and focus groups.

The CPA inspection report recommended that in order to focus activity on our top priorities we should develop an overarching corporate plan that pulls together all priorities from the community plan, business plans and corporate strategic intent, and that targets are focused on outcomes.

The interim corporate plan has three sections, including a statement of the council's purpose and values, which are outlined in the supporting information. It will be subject to consultation in a variety of events and activities over the next few months to develop ownership across the organisation before being finalised in the autumn.

3. Recommendations

Members are asked to:

- a) note the developments to date and consider the future timetable;
- b) comment on the interim corporate plan;
- c) discuss the consultation phase.

7. Financial and Legal Implications

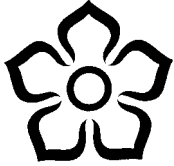
There will be costs associated with the consultation period and production of the final document. These will be met from the Chief Executive's Office budget.

8. Report Author/Officer to contact:

Liz Reid Jones, Head of Policy & Performance, Chief Executive's Office, ext. 6097

DECISION STATUS

Key Decision	No
Reason	N/A
Appeared in Forward Plan	No
Executive or Council Decision	Council



Leicester
City Council

Wards affected: All wards (Corporate Initiative)

Cabinet

24th March 2003

Interim Corporate Plan

SUPPORTING INFORMATION

1. Background

Cabinet and corporate directors attended a series of awaydays last year, on the future of the strategic direction. These were facilitated by Greengage Consulting. The outcomes of the awaydays were developed further by Greengage and a member sub-group. A framework for the corporate plan was agreed and the plan has been developed with input from officers of all departments. A summary of the process is given in appendix 2.

2. Corporate Plan

2.1 The Corporate Plan is a concise statement of the council's direction and priorities over the next five years. It has 3 parts:

Part 1 – Purpose, values and strategic aims of the council;

Part 2 – Priorities for the next 3 years, including milestones and targets, and how our actions will benefit the citizens of Leicester;

Part 3 – Managing our performance to achieve our priorities.

The document is an interim document and will be rolled out into the council over the coming months for consultation underpinning the cultural change programme. Further details are given in paragraph 6. It is anticipated that the final version will be finalised in the autumn.

2.2 Purpose, Values and Aims

The purpose and values of the council as presented in the interim corporate plan have been developed through a number of discussions with members and officers, facilitated by Greengage Consulting. These are set out on pages 2 and 3 of the interim plan. They show how we will “transform Leicester and the lives of its people”. They have been tested in the organisation through a seminar for cabinet and senior managers focusing on “Becoming a World Class Authority”, and also in a series of focus groups run for a

cross section of officers. Members from all parties have been involved in discussions at the members sub-group.

The strategic aims cover a 5 year period. There are 10 strategic aims: 9 relating to what we do and 1 relating to how we do things (page 4 of interim plan). They are based on the six themes of the community plan, with the addition of culture, housing and regulatory functions. These reflect the council's core business activities.

2.3 Corporate Priorities

Part 2 of the corporate plan sets out the council's priorities over the next 3 years. These will help us to deliver our strategic aims and will be reflected in the revenue budget strategy. The detail in part 2 identifies the key milestones and targets, and how they will make a difference to the citizens of Leicester. This has been developed by officers and reflects current strategies and plans. Over time these strategies and plans will be reviewed to ensure they support the council's agreed aims and priorities.

2.4 Performance Management

The council's performance management framework enables these aims and priorities to be embedded throughout the organisation including business plans and individual performance plans. The framework encompasses the numerous performance indicators, including the PSA, which will be used to monitor our performance. Key indicators are being considered for monitoring by the cabinet.

3. Consultation and Dialogue

The key to the success of the corporate plan will be ownership by both members and officers. There are a number of issues to address to ensure this happens. A series of events and activities will be planned over the next few months including workshops with members and corporate directors, senior and middle managers, trade unions, front line staff and partners to consult on the plan and to develop further the cross service working to ensure the plan is delivered effectively. This process will be integrated into the culture change programme to ensure the council works differently in developing the plan.

4. Financial, Legal and Other Implications

There will be costs associated with the consultation period and production of the final document. These will be met from the Chief Executive's Office budget.

Other implications	Yes/No	Section reference(s) within supporting information
Equal Opportunities	Yes	Appendix 1
Policy	Yes	Appendix 1
Sustainable and Environmental	Yes	Appendix 1
Legal	No	None

Crime & Disorder	Yes	Appendix 1
Human Rights	Yes	Appendix 1
Elderly/People on low income	Yes	Appendix 1

5. Consultation

Initial consultation has taken place with representatives from all departments, SRG and the members sub-group.

6. Background Papers

Papers from Cabinet & Directors Awaydays March & April 2001.

7. Report Author/Officer to contact:

Liz Reid Jones, Acting Head of Policy & Performance, Chief Executive's Office, ext. 6097