

London Borough of Hammersmith & Fulham

CABINET MEMBER DECISION

15TH FEBRUARY 2016



LEADERSHIP DEVELOPMENT PROGRAMME

Report of the Cabinet Member for Finance: Councillor Max Schmid

Open Report – Yes

Classification - For Decision

Key Decision: No

Wards Affected: None

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The Cabinet Member has signed this report.

DATE: 22 February 2016.....

1. EXECUTIVE SUMMARY

1.1 Approval of funding for a leadership development programme.

2. RECOMMENDATIONS

2.1 That approval be given for expenditure up to £45,000 for senior leadership development.

3. REASONS FOR DECISION

3.1 Cabinet Member approval is required for the expenditure proposed.

4. INTRODUCTION AND BACKGROUND

- 4.1 Organisational transformation in H&F is a business imperative. The ambition 'to be the best council in the UK' has a staff improvement framework at its core and a key aspect of this is building the capability and capacity of the workforce to drive forward innovation, efficiency and smarter delivery.
- 4.2 Our learning and development package for the senior leadership team needs to be competitive and take advantage of proven organisation modernisation models and programmes. The aim is to develop world class executive leadership skills which will equip directors with substantial new thought leadership and management skills.

5.0 PROPOSAL AND ISSUES

- 5.1 By investing in leadership training we expect to rapidly see practical results in achieving our ambition to become the best Council; drive forward our continuous improvement, customer-responsiveness and smarter budgeting work. Our aim is to develop and retain talented leaders, expand their skills and innovate new ways of working particularly in order to achieving over £55m savings in the coming four years.

6. OPTIONS AND ANALYSIS OF OPTIONS

- 6.1 A senior leadership programme has not been offered in recent years and whilst the option exists not to develop the management and leadership skills of senior managers, the benefits of investing in organisational change and renewal development activities are well documented.

7. CONSULTATION

Not Applicable

8. EQUALITY IMPLICATIONS

No key/relevant equalities issues

9. LEGAL IMPLICATIONS

None

10. FINANCIAL AND RESOURCES IMPLICATIONS

- 10.1 The proposed expenditure can be found within corporate budgets.

11. IMPLICATIONS FOR BUSINESS

None

12. RISK MANAGEMENT

Not applicable

13. PROCUREMENT IMPLICATIONS

None

LOCAL GOVERNMENT ACT 2000
LIST OF BACKGROUND PAPERS USED IN PREPARING THIS REPORT

No.	Description of Background Papers	Name/Ext of holder of file/copy	Department/ Location
	None		