

INTRODUCING INNOVATION AND CHANGE WITH THE LEADERSHIP DEVELOPMENT FRAMEWORK (LDF)

Client	Gavin Jones, CEO, Swindon Borough Council
Challenge	<ul style="list-style-type: none"> • Improve the performance of a then poorly performing authority and at the same time introduce innovation and change in the fundamental nature of the role and function of Local Government
Together we accomplished	<ul style="list-style-type: none"> • Our coach initially commenced working with the CEO and the Leader for six months • CEO and Leader found coaching very helpful and commissioned a wider coaching programme over the next two years including Corporate Board Members, Assistant Directors and Heads of Service and key members of Partnership Organisations. Work is ongoing and being expanded to include elected members • To date approximately 100 personnel have experienced the transforming power of the Harthill LDF
Outcomes	<ul style="list-style-type: none"> • Use of the LDF as a strategic tool to change mind sets has helped people work in a more joined up and integrated way, leading to significant innovative and creative actions being taken in policy, restructuring, performance and cost saving measures • New and effective Partnership working arrangements achieved in key service delivery areas • Performance across all services improved to at least 3 star rating and substantial cost savings programmes are underway
Gavin says	<i>"I am quite convinced that investment in the LDF was one of the best decisions I made as CEO. Improved conversations, renewed confidence and an appetite for innovation, can in my view, be largely attributed to our work with LDF".</i>