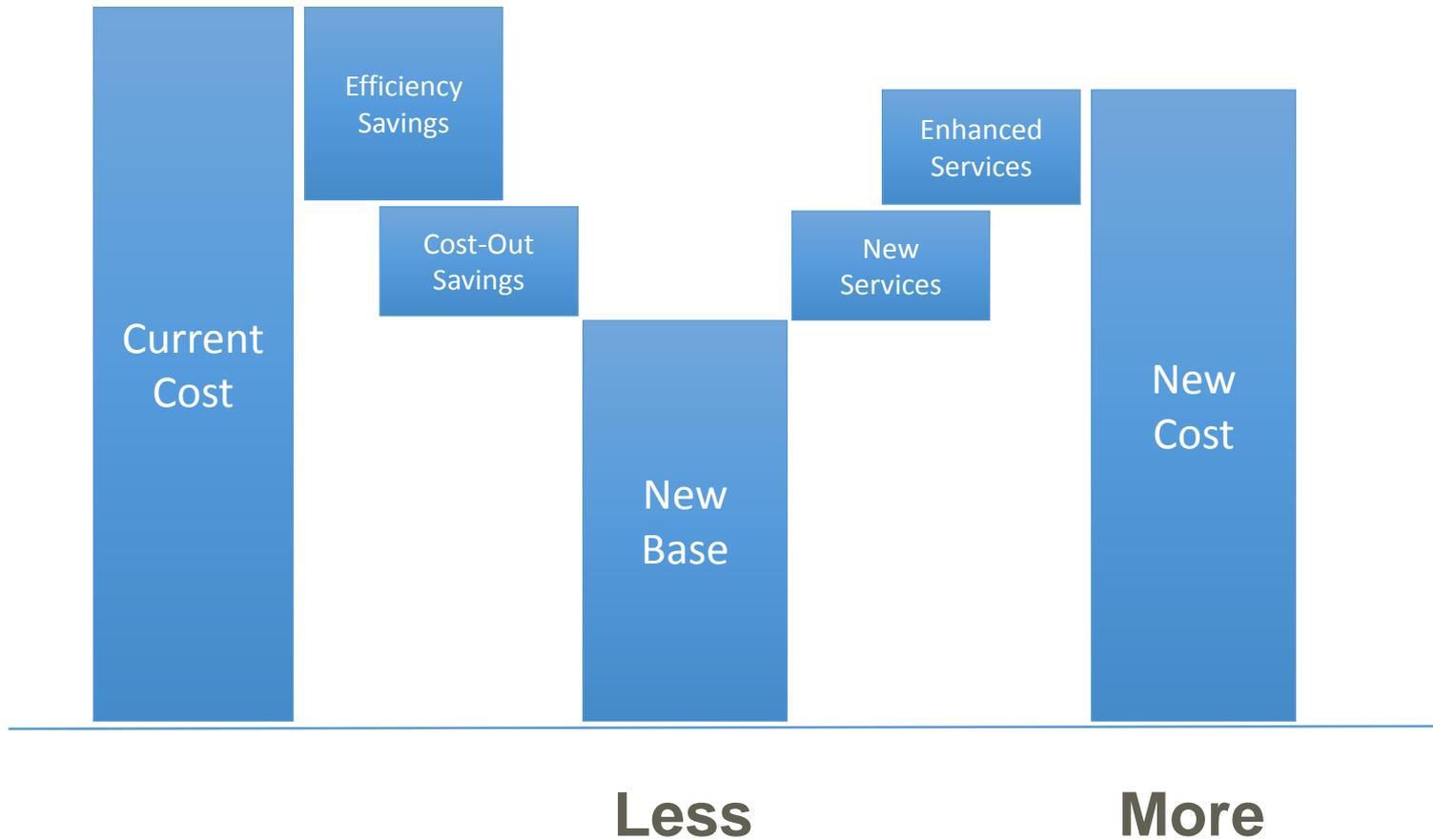# Getting Structured For Change

9Th December

Jules Jackson

Guy Middleton

The Problem

- CUTS
  - Cost Reduction

- Improve Service

- "More for Less"

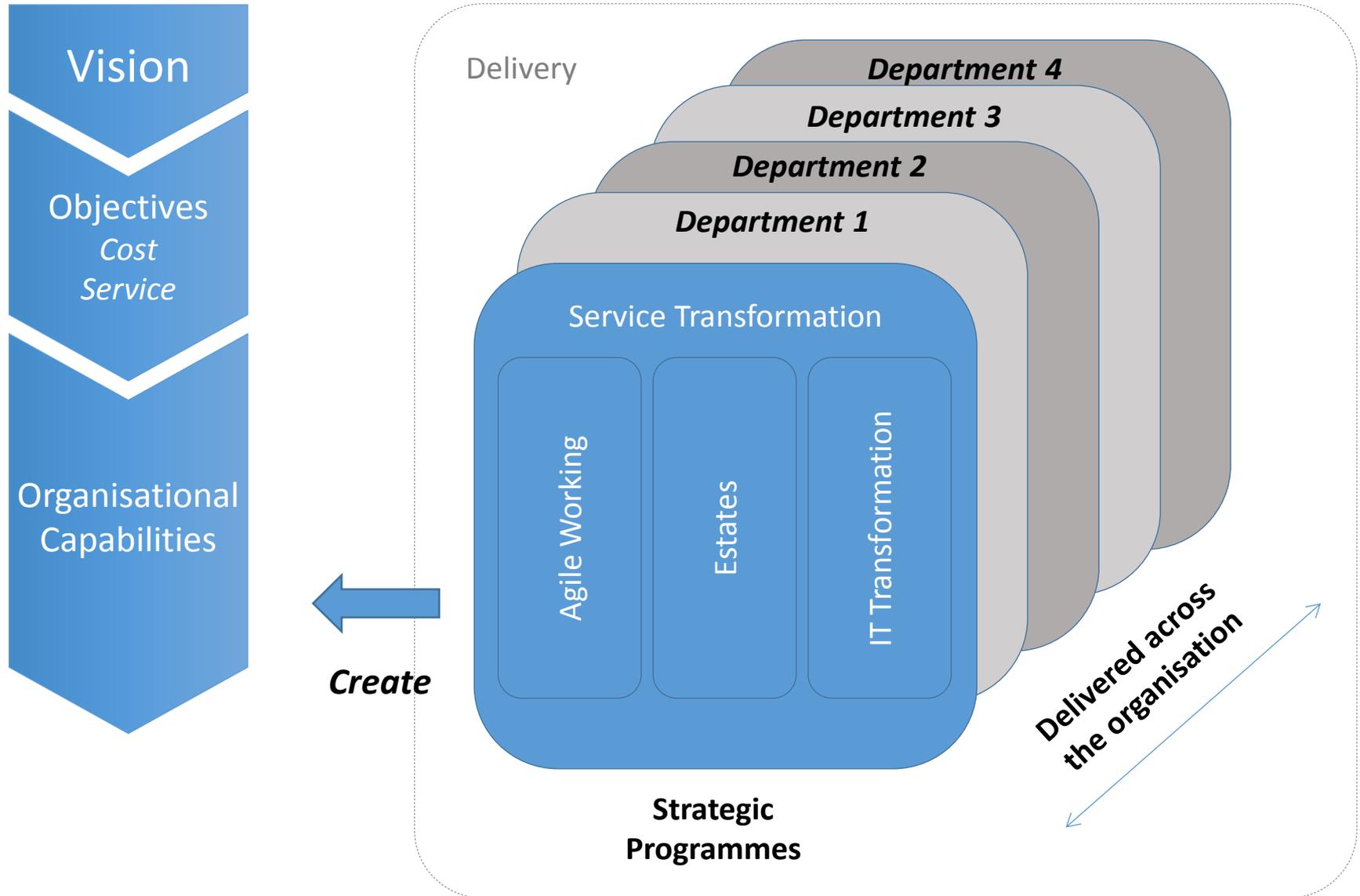# Rationalising More for Less

Some Gaps

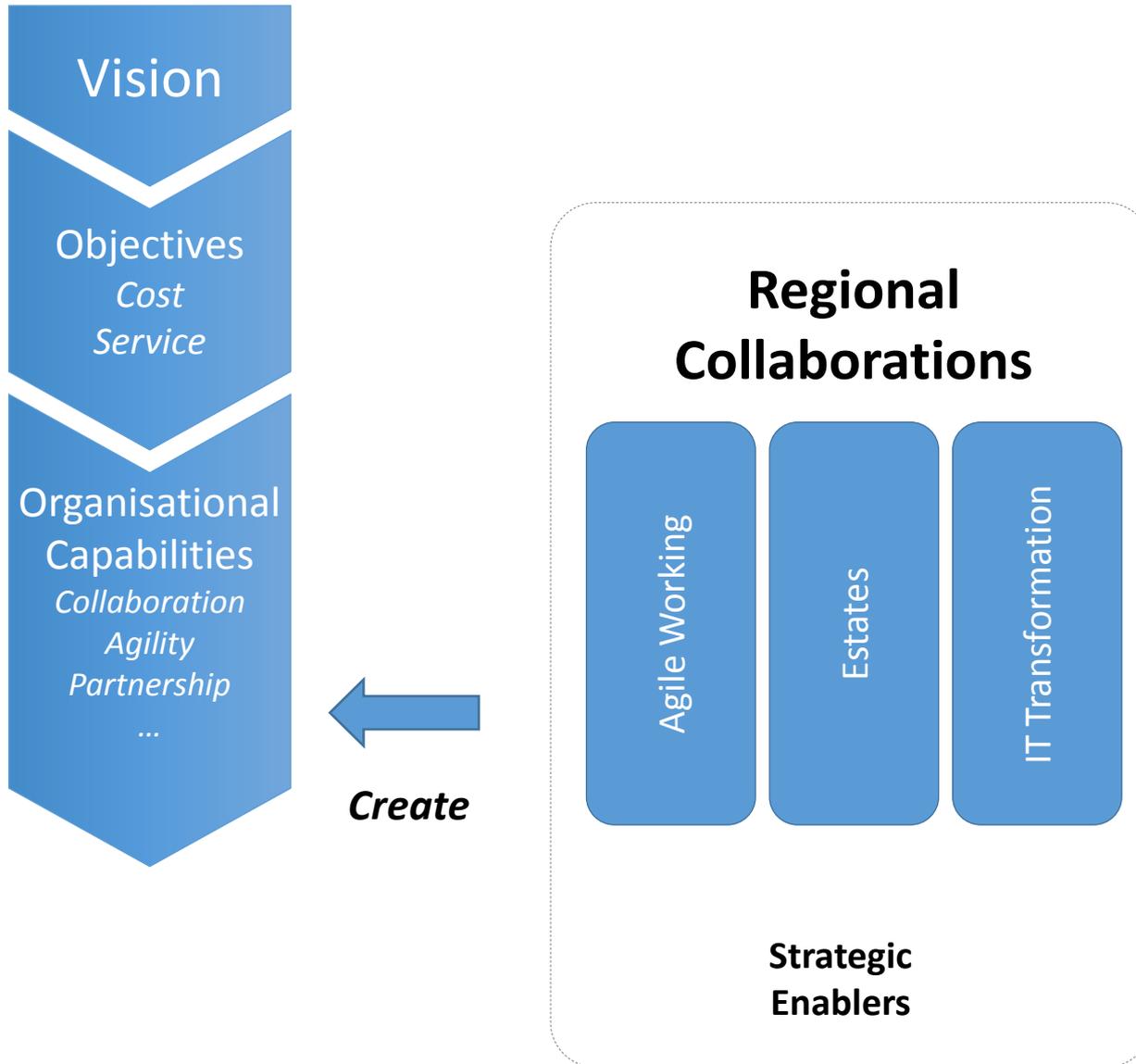# Structuring the Work

Service Transformation

Agile Working

SPACES

The Link

Delivering the Work

Working Together

Scale for Aggregation

- Too small and results are limited
  - No critical mass
  - No scale effect
  - Tend to feel exclusive

- Too big and it becomes unachievable
  - Requirements too general
  - Hard to co-ordinate people
  - Hard to get everyone to use the enablers

- Citizen-service boundaries tend to define scale
  - Usually County level
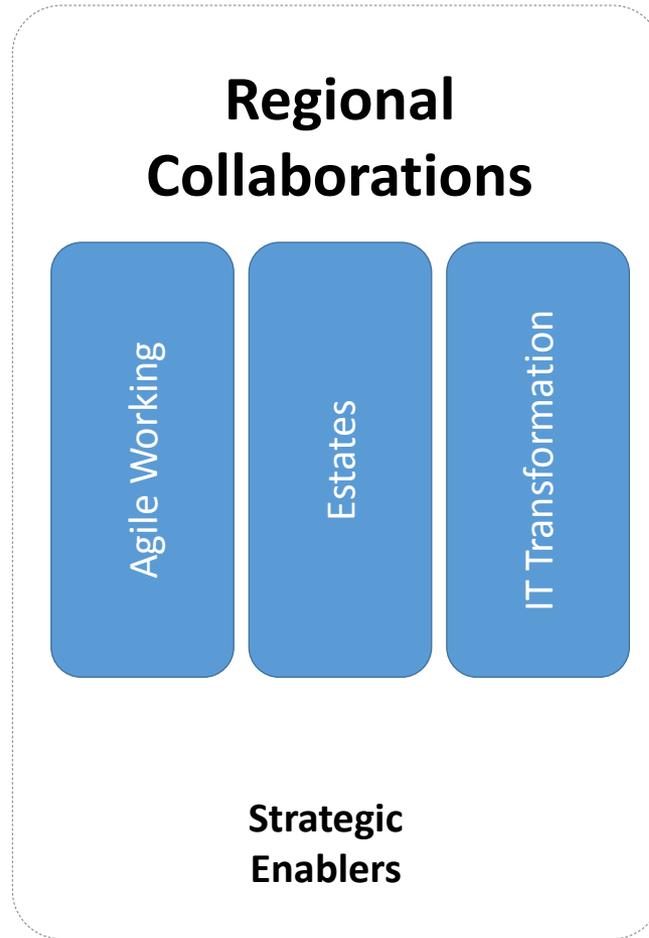 - Big enough to give results, small enough to get results

Recommendation

- Work with Neighbours
    - Set up joint Enabler Programmes
    - Govern with a Transformation Board
    - Create a shared strategic vision
    - Start with simplest enablers – get the collaboration habit
        - Estates and IT can save some money quickly

and, in any case:

- Start in organisation
    - Set up the family of 4 programmes
    - Govern with a Transformation Board
    - Deploy it across departments

Working Together

Regional
Collaborations

Agile Working

Estates

IT Transformation

Strategic
Enablers

People
Places
Technology