

Attitude

- Common sense, rapid, structured and pragmatic
- Team engagement involving subtle facilitated challenge which identifies choices and acceptable levels of service

Approach

- Proves that resources are focused on the top priorities of the business
- Identifies potential for savings by highlighting work that could be slipped, reduced, deferred or stopped.
- Deliver productivity gains and optimise deployment and utilisation of resources
- Identify critical capabilities which are essential for successful business delivery

Agility

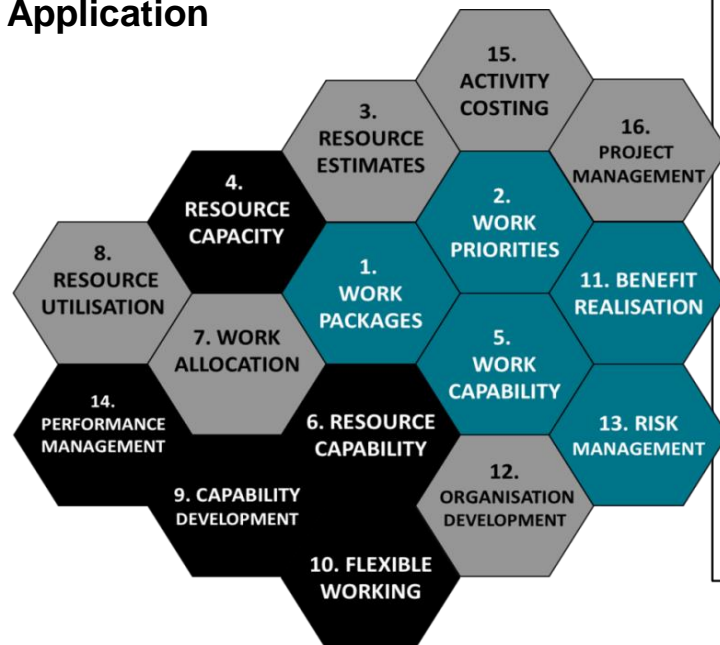
- Integrates business planning, organisational capability and personal development (liP)
- Continuous and sustainable resource management approach
- Focuses on priorities, productivity and capability
- **Scaleable** – from teams to departments, Projects to Programmes
- Structured common sense

Benefit Potential

- Focuses attention on core business delivery – resources are explicitly focused on delivering **strategic objectives** and **core business**
- Evidence-based auditable decisions on what work must be done and not done **prioritisation**, in-line with mandates and stakeholders' expectations
- Evidence-based business planning
- Balance people and work to maximise **productivity**
- Identifies where **savings** can be made with minimum impact on delivery:
- Explicit link between resource inputs and work outputs
- Rapid assessment of implications of additional work or changes in objectives

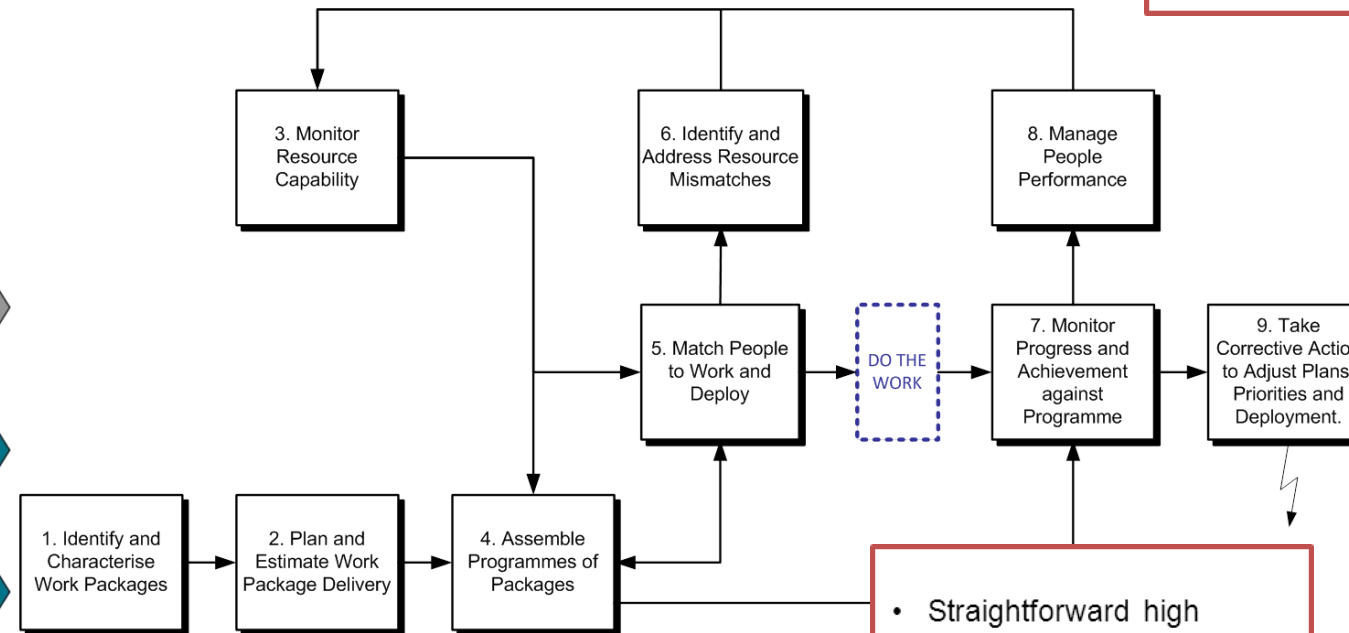
Flexible Deployments Product on a Page

Application



Process Definition A process to manage deployment of Departmental resources in line with work requirements.

Process



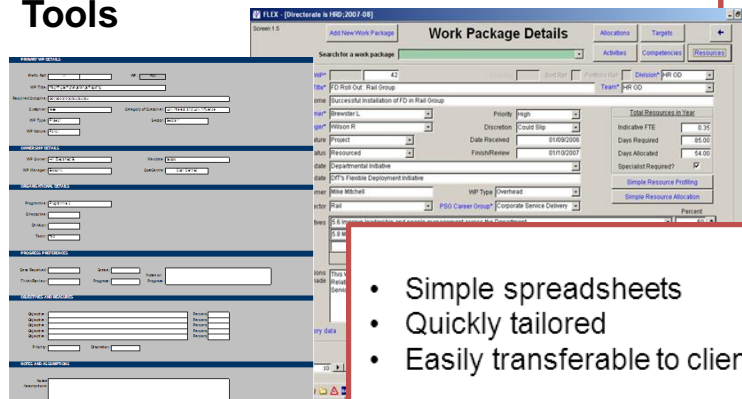
Realised Benefit

- Successful pilots in three business areas of one LA
- Extended to full roll-out across all business areas as a key part of Service Reviews
- Team Leaders owned products and prepared proposals for reducing costs
- Total of £5m viable, realisable savings identified : ROI of 200:1
- Chief Executive and Head of Strategic Planning "delighted"

Link to Smarter Working

- Based on the same principles.
- Builds on approach to chunking and characterising work
- Can be tailored to various drivers and to deliver a range of outcomes

Tools



- Simple spreadsheets
- Quickly tailored
- Easily transferable to clients

Products

GOALS, OBJECTIVES & KPIS

There are always choices

RAG Analysis of all Work Packages

Summary Report

Time Flexibility : All WPs

WHERE & WHEN DOES IT NEED TO BE DONE?

WHO IS RESPONSIBLE FOR THE WP?

HOW IMPORTANT IS THIS WP?

WHAT DISCRETION DO WE HAVE?

COULD WE USE LESS RESOURCE? AT WHAT RISK?

- Straightforward high impact visuals
- A basis for communication, discussion and decision making