

# Transformation masterclass:

**How to get the best from working with your strategic partners**

**Dec 2023**

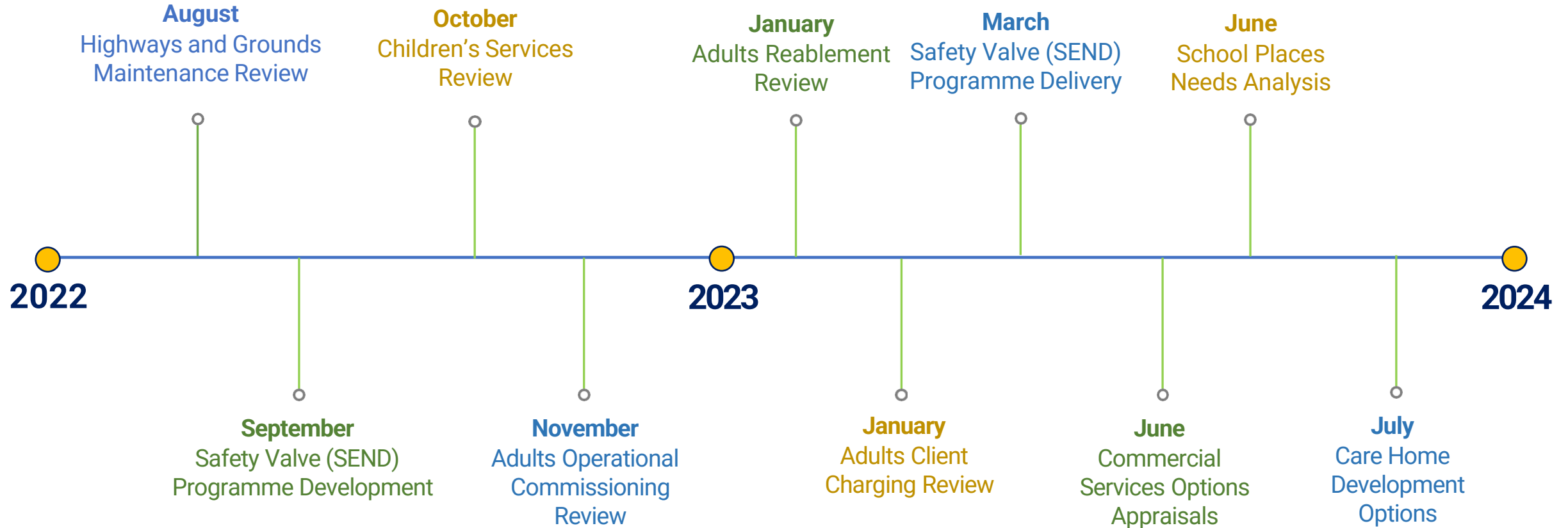
Demographic	Need	Budget	Action
Affluent borough, with high employment, salaries and expectations.	Secondary school places are in short supply	Lowest Funded Unitary authority per head of population	Dedicated focus on partnership working to support demand
Pockets of deprivation which are surrounded by wealth	Number of adults and children in the borough with LD is above national average	Significant DSG / H2ST pressures	Part of the DfE Safety Valve Programme
High population growth, growing over 15% in the last census period	Demand for social housing is outstripping supply	Net expenditure budget has been reduced by £53m (50%) between 2010/11 and 2023/24.	Corporate approach to Specialist Housing/Migration/Accommodation/H2ST

# MORE ALIKE THAN DIFFERENT



- Disruptors**
- Local Government Settlement
- Migration
- Political Change
- Corporate Financial Challenges
- Cost of Living Crisis

# WBC – PEOPLETOO PARTNERSHIP TIMELINE



# WHAT MAKES THE PARTNERSHIP SUCCESSFUL

## Conditions of success

## What it means for the council

## What it means for the transformation partner

Leadership and clarity of direction

Confidence about supplier requirements  
Confidence about desired outcomes  
Close involvement in transformation  
Strong relationships with partner team

Confidence that work will succeed  
Clarity about LA strategy and objectives  
Regular contact with strategic decision-makers  
Strong relationships with leadership team

Openness to challenge and new ways of working

Trusted, mature and open relationships  
Ability to see 'art of the possible'  
Ability to grasp opportunities

Knowledge that advice will be listened to  
Confidence to test boundaries  
Trusted, mature and open relationships

Acknowledgement of gaps in capacity and expertise

Clarity about where partner can add value  
Partner supplementing existing capacity  
Partner providing additional expertise

Clarity about role and added value – not duplicating  
Focus on knowledge and skills transfer  
Building LA capacity – not embedded long-term

Agility, flexibility, and responsiveness

Not having to commit to large, multi-year investment  
Investment focused on maximum ROI  
Swift access to capacity and expertise

Need to be comfortable with uncertainty  
Need to be ready to deploy resource  
Established relationship reduces mobilisation time