

# The Councillor role in Transformation

*LGA Member Peer Conference*

# Welcome and Reflections

*Cllr Philip Broadhead,  
Regional Lead Member Peer  
Bournemouth, Christchurch, and Poole Council*

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**What do you think the role of a member peer is when working with other councils on Transformation improvement activity?**

① Start presenting to display the poll results on this slide.

# *A councillor's role in transformation*

*Cllr Nazia Rehman*

*Cabinet Member for Resources, Finance and Transformation*

*Wigan Council*

## Areas I will cover today:

- **Building an honest and open relationship with officers**
- **Our journey in Wigan**
- **How we made transformation happen**
- **Political leadership through the Deal**
- **Governance, finance & culture**
- **The modern councillor**
- **Questions and discussion**

# Building a relationship with officers: openness and honesty

- Respect & recognition of the two different roles is fundamental to a successful relationship
- Regular protected time and an 'open door'
- No surprises – regular briefing
- Joint protected time for Cabinet & SLT
- Leaders create psychological safety to be challenged



# Our journey...

The Deal  
2030

Our People

Our Place

Our Future

Wigan Council



## Our part

- Keep your Council Tax as one of the lowest
- Help communities to support each other
- Cut red tape and provide value for money
- Build services around you and your family
- Create opportunities for young people
- Support the local economy to grow
- Listen, be open, honest and friendly
- Believe in our borough

Signed

Councillor David Molyneux, Leader of Wigan Council

## Your part

- Recycle more, recycle right
- Get involved in your community
- Get online
- Be healthy and be active
- Help protect children and the vulnerable
- Support your local businesses
- Have your say and tell us if we get it wrong
- Believe in our borough

Signed

Wigan Council

- Launched in 2013 .....
- Nurturing the relationship between citizen and state and harnessing the powers in communities to find better solutions, while meeting our budget challenges
- A single unifying philosophy which is optimistic, simple and applies across the place

# Making it Happen

The Deal  
2030

Our People

Our Place

Our Future

Wigan  
Council

A whole scale, systematic adoption of an asset-based approach and formula

**Attitudes** and **behaviours** of staff

Having a **different conversation**

**Knowing your community** better

Giving permission and **freedom to redesign** and **innovate**

**Co-location** of teams and **partner agencies** in a place

**BeWigan**

behaviours

Be Positive

Be Courageous

Be Accountable

Be Kind



# Political leadership in the Deal

- **Accepting risk**- political vision & acceptance of risk drives innovation
- **Organisational & place leadership** – invest time & energy in both
- **Partnerships** - work as a team to build partnerships across all sectors

# Governance, finance & culture

- Leader & Cabinet set the tone for the organisation in supporting effective & ethical governance.
- Plan savings together, early & invest continuously in transformation.
- Humble leadership empowers others to find the solutions.



# The modern councillor

- Deeper engagement** co-creation with citizens
- Steward of place** – working in locality & in partnership
- Advocate** – represent the interests of all citizens
- Buffer** – mitigate the impact of cuts/financial hardship
- Sensemaker** – translating between institutions & citizen
- Catalyst** – enabling citizens to do things for themselves
- Entrepreneur** – encourage local solutions
- Orchestrator** – helping broker relationships



# Q&A

*Cllr Philip Broadhead & Cllr Nazia Rehman*

# LGA Transformation Programme

*Susan Attard*

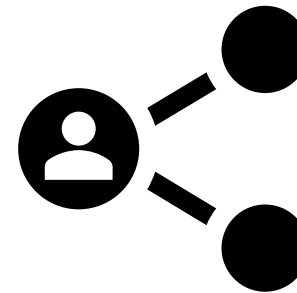
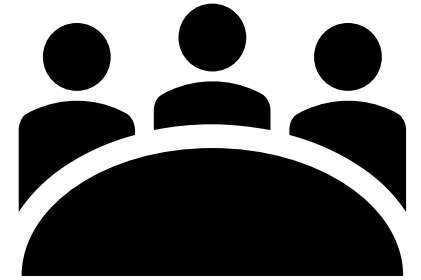
*Head of Productivity*

*Local Government Association*

# Transformation Workshops

The workshops will give you the opportunity to:

- Hear from an expert who will present on evidence led, tried and tested transformation projects.
- Bring together a councillor and officer from a council to work together on a share project area.
- Work with other councillors and officers to barrier bust in action learning sets.
- Network with sector colleagues to learn and support one another.
- Learn key skills, techniques and knowledge to deliver transformation projects.

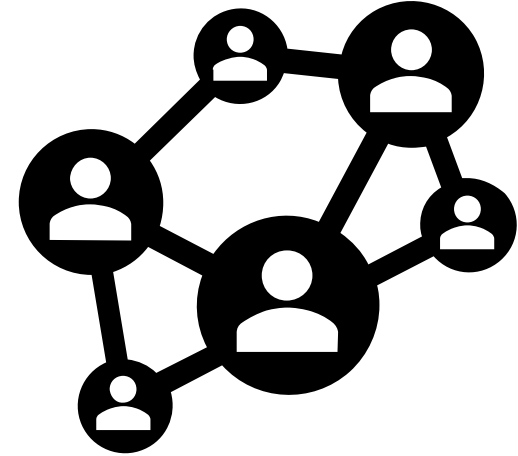


# Transformation Masterclasses

Our virtual Transformation masterclasses bring together councillors and officers interested in transformation, change management and organisational development.

The masterclasses provide:

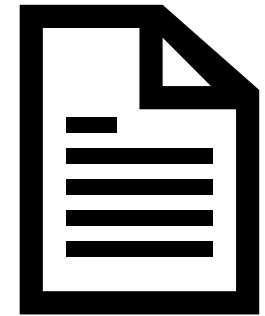
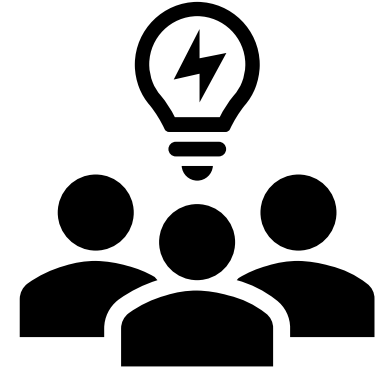
- Roundtable discussions to share ideas and solutions on the transformation of local government service delivery.
- Exemplar councils presenting on innovative change and transformation programmes with plenty of opportunities for collaboration, discussion, and support.



# Transformation Panels

Panels aims to provide councillors and officers:

- The space and time to reflect upon their work to date and consider their plans.
- A framework and process for councils to consider and test their transformation strategies and implementation plans.
- Challenge and support from cllr peers and officers from other councils also taking part in the peer support process.
- A structured conversation to explore and stretch current thinking on each council's delivery arrangements.
- An opportunity to identify and share good practice across the sector.



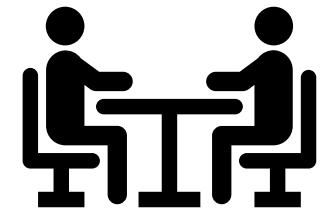
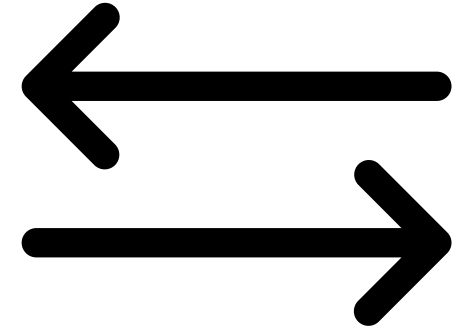
Interested in taking part on our panel or as a critical friend then please email us at [transformation@local.gov.uk](mailto:transformation@local.gov.uk)



# Transformation Matching Service

The matching service will help to:

- Connect councils that are looking to progress their transformation programme.
- Provide councils with a support network of other councils facing similar challenges in their transformation journey
- Offer an opportunity to have honest conversations about where you and your council are meeting challenges to progressing your transformation plans.



If you want to be matched with a council, please submit [an expression of interest form](#)

# Developing LGA Member support offers:

*Rhian Gladman*

*Programme Manager*

*Local Government Association*

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**What is the focus of your transformation activity?**

① Start presenting to display the poll results on this slide.

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**What specific transformation support would you like from the LGA?**

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**What type of member support would you prefer?**

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# Contact Us:

## Webpage:

[Transformation | Local Government Association](https://www.local.gov.uk/transformation)

## Email:

[transformation@local.gov.uk](mailto:transformation@local.gov.uk)

