

**THE EXECUTIVE**

**Tuesday, 3 August 2004**

**Agenda Item 12b    TMT Business Awayday (Pages 1 - 2)**

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**THE EXECUTIVE****3 AUGUST 2004****REPORT FROM THE DIRECTOR OF CORPORATE STRATEGY**

*The Chair will be asked to determine whether this report can be considered at the meeting under the provisions of Section 100 (4)(b) of the Local Government Act 1972 as a matter of urgency as the arrangements for the proposed event need to be finalised before our next meeting.*

<b>TMT BUSINESS AWAYDAY</b>	<b>FOR DECISION</b>
<p data-bbox="151 633 874 667"><i>This report sets out a proposal for a TMT awayday</i></p> <p data-bbox="151 705 300 739"><b>Summary</b></p> <p data-bbox="151 779 1385 958">The TMT needs to work closely as a team, to drive the Council forward and to achieve its aims and objectives. Leadership is not just about one or two key people being responsible for the organisation - it's about the TMT understanding their roles as managers and leaders and what they might need to do differently as a team and within their own services to deliver excellence. In short, they need to:</p> <ul data-bbox="199 1003 1364 1227" style="list-style-type: none"> <li>• Be clear on the fundamental practices of exemplary leadership</li> <li>• Understand their own strengths as leaders and opportunities for improvement</li> <li>• Plan how they will make these changes and track their performance as a team and through their services/functions towards improvements in delivery.</li> </ul> <p data-bbox="151 1265 422 1299"><b>Recommendation</b></p> <p data-bbox="151 1339 960 1373">The Executive is asked to approve funding for this event.</p> <p data-bbox="151 1411 268 1444"><b>Reason</b></p> <p data-bbox="151 1485 1353 1552">The TMT have determined that a vital part in that process is to meet together for two days, on the 23 and 24 August.</p> <p data-bbox="151 1592 1359 1704">Desired outcomes should be both “quantitative” and “qualitative”. Some of these are already addressed through the Balanced Scorecard Strategy, but should be selected against the following criteria:</p> <ul data-bbox="199 1744 1343 1933" style="list-style-type: none"> <li>• Their impact across all functions</li> <li>• Their impact on the formal ratings that are most key to the Council especially around CPA rating</li> <li>• Be specific to the actions and style of the TMT members</li> <li>• Combine short term “quick wins” and longer term changes</li> </ul> <p data-bbox="151 1973 1385 2072">To minimise daily operational distraction the TMT have identified an external venue for this two day exercise –The Manor Hotel in Rainham. It was identified as providing minimal travel time and value for money.</p>	

Costs exclusive of VAT

Day delegate rate @ £50 per head	£400
Hotel rooms inc breakfast @ £80 per head	£640
Dinner @ £20	£160
Ancillary extras (est.)	£250
Total	<u>£1450</u>

**Recommendation**

The Executive is asked to approve the funding for this event, and subsequent feedback.

**Contact Officer:**

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