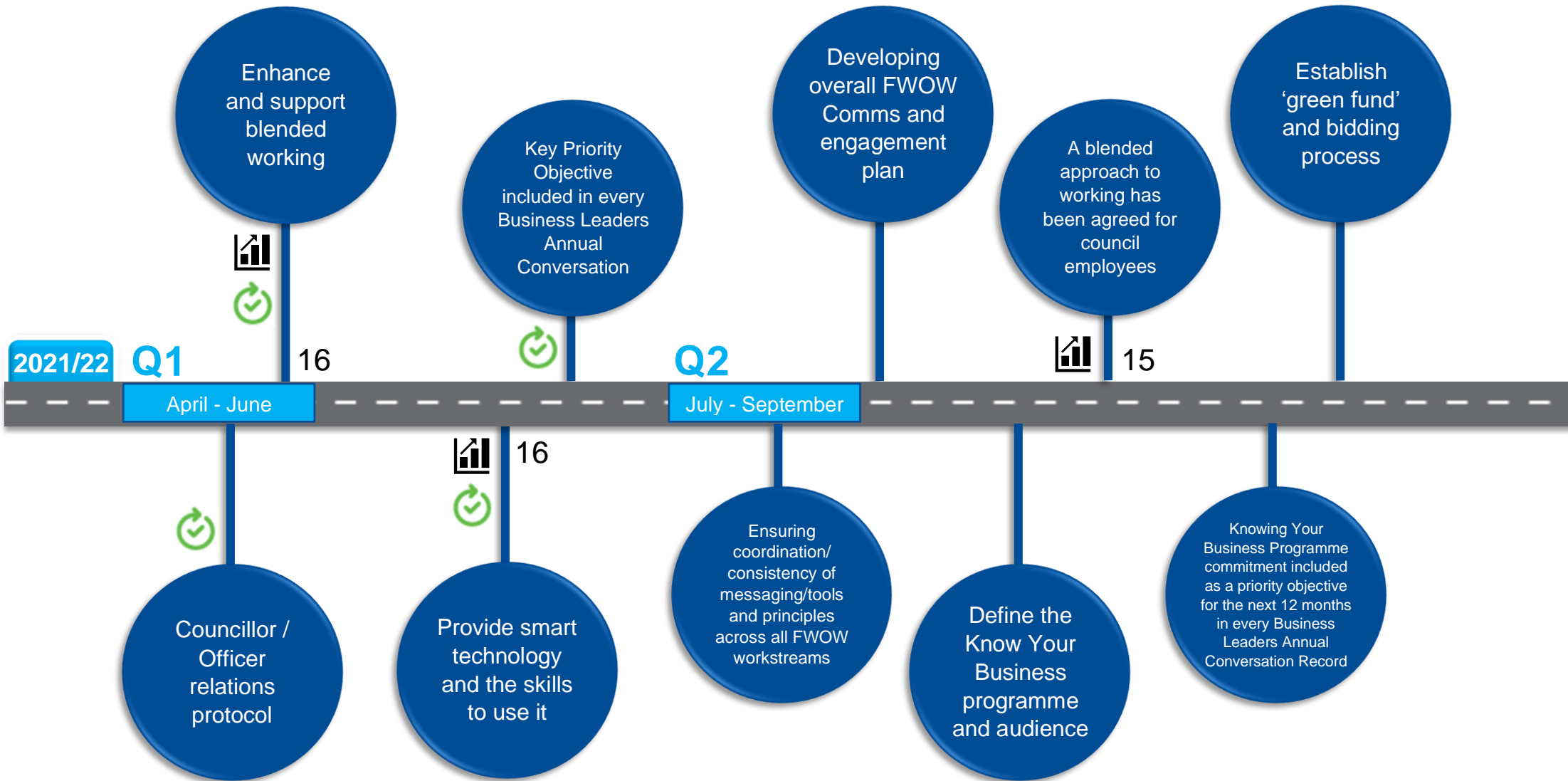



# Draft Southend 2050 Roadmap – Future Ways of Working



 Milestone completed

2021/22 Q3

October - December

CMT agreement to the design and implementation of the Councillor Development Programme reflecting the output from the Co-design work

Talent Management Pathway agreed

Update to the Council Constitution

Understand potential for Civic and Civic 2 area

Complete specification for external support to assist with future workplace analysis, usage, design and requirements



17

Appoint Head of Climate Change

Appointment of design and structural engineers to understand what may be possible in the Victoria

Intranet – TEST version launch

Portfolio and Shadow Portfolio management

Set up initial 'bidding' system for green initiatives to allocate existing capital budgets to quick win projects

2021/22 Q4

January - March

Adopt Electric Vehicle Supplementary Planning Document

Southend remains in the top quartile of Unitary Authorities in CIPFA's Financial Resilience Index

Financial Sustainability Strategy sets long term ambition and context for rolling MTFS and S2050 outcomes

Strategy refreshed for the period 2022/23 – 2026/27 and tested alongside S2050 outcomes

Support blended working through workplace review

Intranet – full site launch

MTFS approved by Budget Council in February 2022

NEW Financial Sustainability Strategy developed and approved by Budget Council

Implementation of the Leader as Coach programme to support FWOV - targeted initially at circa 25 Senior Leadership Network participants

FSS approved by Budget Council in February 2022

Know Your Business training designed and implemented across organisation

2021/22 Q4

January - March

The Transformational Leadership Development Programme design and implementation approach for SLG/SLN, which embeds the agreed Leadership shifts to include a 'Kick off' event for the Programme

Governance Framework – confirm the framework and promote wider understanding

New Medium Term Financial Strategy 2022/23 - 2026/27 developed and approved by Budget Council

Consider potential for staff electric vehicles scheme

Commissioning Framework – embed within the decision making process across the council

Continued investment in digital learning to uplift the digital literacy of the organisation. Achieved through further training workshops and resources on the Digital Learning Pathways site

Citizen engagement - embed within the decision making process where appropriate across the council

New electric vehicle charging point planning in process

New employee portal (Intranet) – development and delivery

Risk Management – embed within the decision making process across the council