

## **Interim Chief Executive Key objectives for the first 12 months**

With a new Leader and new Cabinet in place, you will lead the organisational response to the priorities of the new leadership team. This will be set out within a revised corporate strategy that reflects the political agenda for change, based on an efficient, responsive and ambitious organisational culture, ensuring that over a two-year period, South Kesteven is widely recognised as one of the fastest improving, most innovative and customer-driven councils in the UK. To achieve this, the behavioral characteristics of the council will begin to shift towards:

- A bias for action based on a 'can do' mentality
- A confident, outward looking and commercially astute approach
- A restless and relentless desire for improvement
- Clear community leadership expressed through elected members, supported by officers
- A growing reputation for excellence and innovation based on active and meaningful engagement with partners at local, regional and national level.

There are a number of general objectives that will enable this to happen:

- Ensuring that the organisation is 'fit for purpose' in terms of management structures, and with the right people/skills in the right positions to deliver the new political agenda
- Being visible to staff in the organisation, demonstrating credible leadership and establishing yourself in your role as Chief Executive as a strong and recognisable figurehead for the Council
- Developing a sound and stable working relationship with elected Members, and in particular an effective working partnership with the Leader
- Identifying and commissioning the means to transform the organisation's culture into one that is positive; based on a "can do" premise, which is performance, delivery and outcome focused
- Introducing and delivering a comprehensive programme that places the customer at the centre of the organisation and delivers efficiencies in terms of service optimisation and rationalisation
- Exploiting opportunities to significantly raise the profile of both the council and the district at national level, as a means of attracting future investment, resource opportunities and talent
- Maintaining a careful overview of county-wide matters, working closely with partners to identify and exploit opportunities and in particular assessing and influencing the on-going devolution/unitary agenda as it develops.

In more specific terms there are also a number of service related priorities, including to:

- Remodel the council's St Peter's Hill offices to fully support a flexible working environment and to maximise rental income
- Ensure that the delivery of all key elements of the Council's business plan is proceeding in accordance with the relevant measures and agreed timelines
- Further the development of a national network of contacts and discussions that benefit South Kesteven and especially the regeneration and economic development of the High Streets and public realm within our main towns and settlements
- Monitor closely and ensure appropriate actions are being undertaken to address the issues surrounding Grantham Hospital
- Continue and in some instances significantly accelerate the delivery of capital programmes including the St. Peter's Hill Cinema development and other employment and housing initiatives
- Ensure a comprehensive council response to the political prioritisation of the street cleaning and wider environmental improvements across the district
- Undertake a review of sports and leisure provision across the district, providing the Leader and senior members with a range of realistic and costed options for improvement
- Review and refresh the councils approach to investing in tourism, arts and culture across the district.

This is not intended to be an exhaustive list of objectives, inevitably there will be a wide range of objectives and short-term priorities that will emerge from time to time and that will need to be addressed and managed.