**Board Workshop 22.2.17**

**Board Reflection on the Redesign Process**

Present: Cllr Davidson; Cllr Reiss; Cllr Fernie; Cllr Millar; Cllr MacKenzie; Cllr Cockburn; Cllr Prag; Cllr Davis; Cllr Lobban; Cllr McCallum; and John Gibson

Steve Barron, Carron McDiarmid

**What worked well, what was new and what was exciting**

1. The Board process – this enabled decisions to be made more quickly; having open discussions in the group; the sharing of ideas; after settling in the Board set aside political positions to focus on redesign; and Member engagement and attendance throughout has been good.
2. The peer review process – this delivered recommendations for reviewing services in a short space of time; it provided insights for Councillors into services and deeper knowledge about them through participation in reviews; they broadened Member understanding of services they had not previously been involved in; they provided officers with a chance to demonstrate their ability and some seemed to enjoy it; it demonstrated the openness of staff to change (especially Heads of Service).
3. Other staff engagement - giving staff the chance to come up with good ideas and they did and involving Members in the local staff briefings.
4. Productive engagement with community bodies – the approach to focusing initially on those active in their communities and then widening that out and developing their proposals with others.
5. Learning from others through study visits and external speakers

**What we still need to do**

1. Keep going with redesign – this is a continual process of change, improvement and being more able to adapt to our changing operating context more quickly and being proactive rather than reactive.
2. Implement the changes including from the reviews completed and getting the next phase underway.
3. Stopping some things, including removing unnecessary processes to remove burdens on staff and to help manage workloads.
4. Managing Member and community expectations and as part of the culture change needed.
5. Make the linkages between the redesign board and the wider membership
6. For the new Council and its governance we need to look at the relationship between the Council leadership /administration and the wider Council membership.
7. The redesign of Member roles and what is expected of them.
8. The process so far has been largely introspective (other than community body feedback) and it would be helpful to explore the behaviours required of the Council from a partner perspective and with partners, similarly with the public.