

I hereby give notice that an ordinary meeting of the Chief Executive Officer Review Committee will be held on:

Date: Wednesday, 1 June 2016
Time: 1.30pm
Meeting Room: Level 26
Venue: 135 Albert Street
Auckland

Chief Executive Officer Review Committee OPEN ADDENDUM AGENDA

MEMBERSHIP

Chairperson	Hon Christine Fletcher, QSO
Deputy Chairperson	Mayor Len Brown, JP
Members	Cr Bill Cashmore Deputy Mayor Penny Hulse Cr Penny Webster Cr George Wood, CNZM

(Quorum 3 members)

Tam White
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30 May 2016

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Update on Auckland Council Organisational Strategy

File No.: CP2016/10672

Purpose

1. To update the CEO Review Committee on progress to implement the council's Organisational Strategy.

Executive summary

2. The committee has agreed that the chief executive's performance review will leverage performance targets and indicators from the council's Organisational Strategy.
3. Council staff will provide an update on the development of council's first three year Organisational Strategy. An information pack is provided with this cover report.

Recommendation/s

That the Chief Executive Officer Review Committee:

- a) note that council staff will provide an update on Auckland Council's Organisational Strategy.

Consideration

Local board views and implications

4. Local board chairs have been provided with an update on the development of the Organisational Strategy.

Māori impact statement

5. Māori outcomes will be achieved through the delivery of council services and policies. The Organisational Strategy will ensure that the council can deliver agreed outputs.

Attachments

No.	Title	Page
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Signatories

Author	Shameel Sahib - Head of Corporate Strategy
Authorisers	Stephen Town - Chief Executive Christine Etherington - People & Capability Director



Introduction

- This pack provides an update on the development of council's first three-year organisational strategy following the last briefing on 23 March
- Following ELT's approval of the organisational strategy in February, emphasis has been on setting up the implementation oversight structure, launch and communications
- The new implementation oversight structure focuses on accountability and transparency, and benefit realisation

BE THE HOW.
WHAKAMAUA KIA TINAI



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Key components of the organisational strategy

- **Our goals:** six strategic outcomes that we seek to achieve in three years' time
- **Three-year roadmap:** portfolio of initiatives comprising 13 new initiatives and 21 existing priorities to address our performance gaps
- **Performance measures:** key performance indicators that will track the impact of our initiatives and our progress in becoming a high performing council
- The new implementation oversight and performance framework will support the organisational strategy







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WHAKAMAUA KIA TINA!



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Changes we seek from the three-year outcomes

3 YEAR OUTCOMES	
	Our citizens have a strong voice and are key in shaping Auckland
	Elected members are better supported to make high quality decisions for Auckland
	We get the job done faster, more conveniently and at lower cost than before for our Customers, Community and Citizens
	Our high performing, safe and inclusive workforce effectively serves a diverse and changing Auckland
	General rates burden decreases as non-rates revenue share of total revenue grows
	We do more with less without compromising service and the customer experience

WHAT IT MEANS	
	Increased transparency and accessibility for citizens that enables collaboration in decision-making and empowers communities to take ownership
	We are an exemplary public sector organisation that is a trusted advisor for elected members by providing high quality advice and timely information
	We cost less to run with lower risk by using our assets better, being efficient across the value chain and being agile and innovative We help citizens do the right things by enabling self-service, by being efficient and by learning from their feedback and ideas
	We have the right capability, are supported and are engaged in being high performing employees
	Maximise alternative sources of funding by exploring innovative ways to decrease costs for rate payers
	Better management of workforce cost and productivity, smarter processes and better use of technology that maximises efficiency savings

A new approach to implementation and oversight



- Focus will be on robust business cases and benefit realisation
- Two key groups will facilitate the implementation oversight approach:
 1. The Investment Group (IG) formed comprises of eight senior leaders. New unfunded initiatives will be presented to the IG who will manage a funding envelope. They also perform a monitoring role.
 2. The ELT have formed four sub-groups for each of our focus areas in the organisational strategy (Communities; Customer; Making Size Work; People & Culture) and will be accountable for the delivery of initiatives and benefit realisation.

Accountability and transparency focus

- Our 'Performance Plan' will be a public document which outlines what we want to achieve as an organisation
- ELT will start Quarterly Performance Reviews from October to review progress and reset focus (and remedial actions)
- The senior leadership team will also meet quarterly to discuss findings and focus for the next quarter
- A summary of the quarterly review will be presented to the CEO Review Committee.

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