

The vision -Challenges and Aspirations or CSR 007?

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Some of our Challenges

- Financial pressures
- Legal issues with pay
- Demographic changes
- Consumerism
- Technology
- Environment
- Politics
- Place shaping
- Partnerships
- Performance agreements
- Inspection
- Talent
- Current Skill sets
- Employer of choice

My Focus - CSR 07

- C- Collaboration
- S- Succession
- R- Results
- 07 -007 skill set?

Collaboration- Partnership



How it sometimes feels



Succession -Potential/Talent



Results – Beyond Models!

Business Partner	Strategic Partner
Expert	Administration

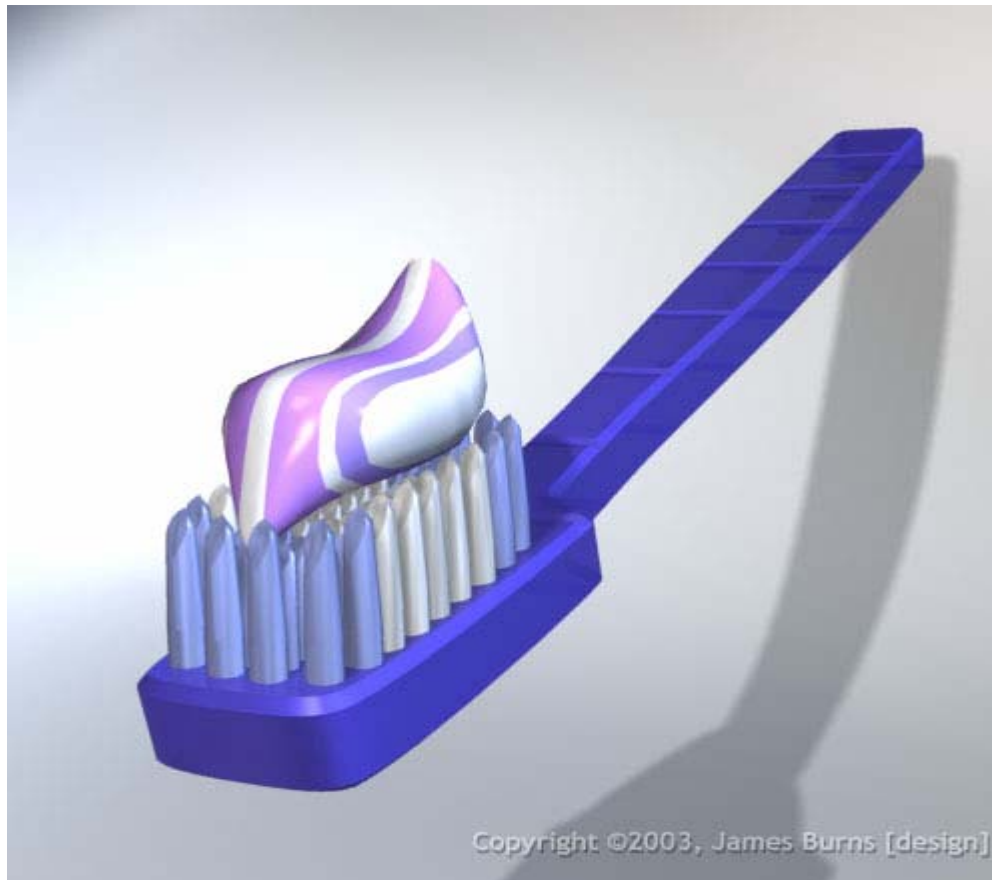


Outsourcing Bandwagon





The Challenge of Change



Attributes of 007?

- Global view
 - Extensive networks
 - Multi talented
 - Excellent interpersonal skills
 - Resourceful
 - Agile
 - Broker of deals
 - Confidential
 - Respected
 - Reliable
 - Always succeeds
-
- Unlike Homer Simpson



What are the implications for HR people?

- Stronger business awareness
- Career pathways
- Reviewing transactional costs
- Developing strategic capability
- Demographic change
- Customer expectations
- Joining up our approach

Putting people at the heart of public services

- to raise the profile of the people management function in the Public Sector
- to lead the development of and commitment to best people management practice
- to influence events through contact with local and central government organisations



Strategic Leadership

The leader climbs the tallest tree in the jungle and shouts `wrong jungle'. The manager has the machete and is chopping down the undergrowth claiming to be making progress.

Where are you aiming to be?

Thank you for listening

Putting people at the heart of
public services

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