

Briefing title	Transformation Governance Framework
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Introduction

Tower Hamlets Council has launched a Transformation Governance Framework to drive and steer the management of complex change. The framework is designed to improve housekeeping and help the council build a more effective and efficient organisation that is fully aligned to its strategic goals. It includes agreed processes, roles and responsibilities for decision-making, accountability and communication. This will improve corporate oversight and control, reduce risk, increase levels of transparency and improve accountability.

The council's transformation aims to build a council that is:

- Outward facing and resident-centric
- Innovative
- Efficient and effective in its delivery and partnership working
- Collaborative in its work

To this end, we are reviewing our Target Operating Model and embarking upon a restructure of the council that will enhance the organisation's focus upon resident and strategic priorities. This change is being implemented at pace, and a culture change programme supporting transformation has already begun. The CEO has addressed staff at a major event venue in the borough, and additional senior management and staff meetings with the CEO are planned. Internal communications will support the transformation, and wider staff engagement with the work surrounding the development of the new Target Operating Model will also be encouraged.

Transformation Governance Framework

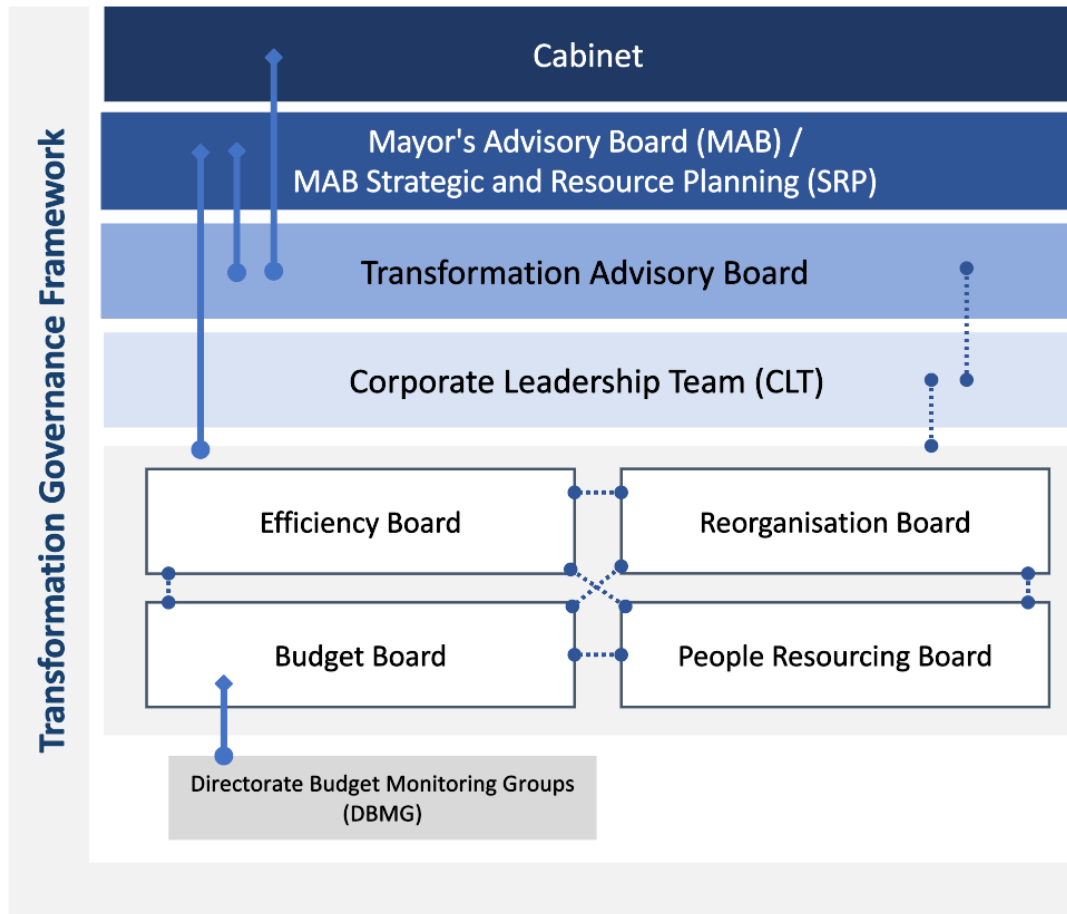
The Transformation Governance Framework is a comprehensive set of boards and groups to provide strategic oversight and guidance for the council's transformation efforts. The boards are responsible for setting the overall direction of the

organisation, while the groups are responsible for ensuring that the day-to-day implementation is on track.

The five boards are:

- **Transformation Advisory Board:** This board is responsible for providing expert strategic advice and guidance to the council. It is chaired by the Mayor and the Senior Responsible Officer (SRO) is the Chief Executive.
- **Efficiency Board:** This board is responsible for creating and managing the council-wide efficiency programme. The SRO is the Chief Executive.
- **Reorganisation Board:** This board is responsible for managing the corporate restructure programme that is expected to contribute to the £40m in savings. The SRO is the Chief Executive.
- **Budget Board:** This board is responsible for considering and monitoring corporate budgets, as well as savings and efficiency targets. The SRO is the Director of Resources.
- **People Resourcing Board:** This board is responsible for monitoring workforce numbers and establishment costs. The SRO is the Deputy Chief Executive.
- **Directorate Budget Monitoring Groups:** These groups (one for each directorate) are responsible for ensuring that directorate budget and saving targets are managed effectively. The SRO is the relevant Corporate Director.

Appendix 1: Transformation Governance Framework



Reports to*

Progress update*

*Please note that only new reporting lines resulting from Transformation Governance Framework are shown