

# New Corporate Target Operating Model (TOM)

Draft proposal for a new TOM in Tower Hamlets

Corporate Strategy & Transformation



# TOM Vision



**Create a more efficient, effective, and responsive public sector organisation that is better able to meet the needs of its communities.**

Aligning with the Executive Mayor's Vision

- Addressing specific priorities and goals
- Creating a legacy of community empowerment
- Reinforcing commitment to progressive leadership



# TOM Design Principles



The new strategic target operating model should be designed to address the considerations set out in the Strategic Plan for 2022 to 2026 and to help the council achieve its strategic goals.

<b>Value-driven</b>	<b>Community-led</b>	<b>Collaborative</b>
Improving processes to empower staff.	Building trust by making services <b>accessible</b> and inclusive.	<b>Engaging</b> with staff and partners for the best outcomes.
<b>Enabling</b>	<b>Innovative</b>	<b>Accountable</b>
Developing and <b>supporting</b> staff to deliver excellent services	Being <b>brave</b> to deliver cutting-edge services.	Championing a ' <b>one council</b> ' culture for our residents.



# New TOM



- 1 Design principles.** The TOM requires a set of design principles to articulate its vision. These are value-driven; community-led; collaborative; enabling; innovative; and accountable
- 2 Empowered communities.** Currently there is a lack of focus on empowering communities. The core of the model is to genuinely empower communities, allowing for direct decision making against each strategic priority and the potential budget allocation to devolve associated decisions to residents.
- 3 Smaller but stronger corporate centre.** This smaller center allows for more power to directorates, encouraging more creativity and innovation with relaxed control to deliver the community priorities.
- 4 Strong leadership.** This represents a strong and focused leadership team that is committed to and aligned with the TOM vision.
- 5 More outward focus, engaging directly with partners.** New ways of working with businesses, inviting external people by being more outward facing and approachable and willing explore partnerships that go wider than the public sector, i.e., private sponsorship for free school meals



# Engagement Plan



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TOWER HAMLETS

