

Level

Tier

Scope

Service

District

All



WEST OXFORDSHIRE
DISTRICT COUNCIL

Merged Management

Characteristic(s) / CSF(s):

Role of the Authority
Managing Expenditure



COTSWOLD
DISTRICT COUNCIL

Problem and Approach

- West Oxfordshire and Cotswold District Councils share a merged management structure that has evolved to include a single Chief Executive and Senior Directors. The process of transforming Council services forms part of an ongoing Corporate programme and it was felt that the programme needed re-invigorating and a more focused sense of direction.
- It was recognised that the path ahead needed to be more focused on cultural changes within the organisation
- A set of structured interviews and a series of team facilitation days with the Chief Executive, Senior Managers, Strategic Managers and Heads of Service were conducted to develop transformation programme.

Outcomes

- The Corporate transformation programme was revived - given a new direction and a new lease of life
- Consensus was achieved on how to move forward with the programme
- Savings of £1.4M over three years were identified in terms of ongoing efficiencies
- Senior Managers were able to contribute to and genuinely influence the future direction of their Council

<https://www.westoxon.gov.uk>

<https://www.cotswold.gov.uk>



The public sector transformation partner