

Achieving Learning Alive Safe Proud



## A 4 star performance team?

Tim Littlewood  
Rotherham MBC

*LGC Most Improved Council of the Year 2007*

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## Another Acronym

- **A**wareness
- **P**ersistence
- **S**ustainability
- **E**ffectiveness

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## You can't beat a bit o' bully

- Look what you could have won
- Super smashing great
- Keep out of the black and in the red there's nothing in this game for...
- It's pounds for points
- One hundred and eightyyyyyy degrees

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## Performance Team

- Central or devolved
- Visible and involved
- Backing of senior management
- Role of elected members
- Maintaining momentum
- Success breeds success

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## Performance Culture

- Partnership approach – internal and external
- Understandable, well aligned, effective framework
- Robust performance information and monitoring
- Recognise and recover from poor performance
- Data quality arrangements
- Positive and recognisable outcomes
- Know your audience

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## Direction of travel

- In the gutter looking at the stars
- Name and shame / blame → intervention
- Information → knowledge
- Performance reporting → management
- Assumption → proof
- External inspection → internal review
- Looking backwards → looking forwards

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### Reasons for poor performance

- It's difficult to measure my performance because I don't know what I'm supposed to do
- Local PIs for local people
- Why should I do that – it doesn't make sense
- We can't afford to do it
- It gets in the way of my day job
- All pain and no gain

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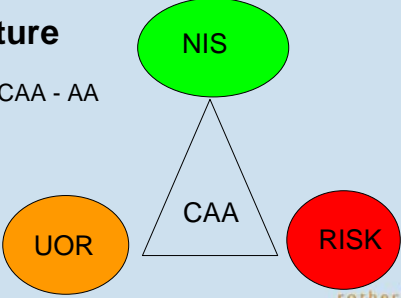
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### The future

- LAA – CAA - AA



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