Ref	Outcome	Measured by:	Milestones	Timescale	Member Lead	SMT Lead	Status	Comments
2	Strong and effective political leadership	Staff and member survey and delivery of the MTFS work programme (i.e. all decisions made on target), outcomes of member 360 degree appraisal	Improvement Reference Group established and operational	31/05/17	Leader	Chief Executive	Complete	First meeting held on 15th May. A further meeting took place on 13th June and meetings are scheduled monthly until November 2017
3			Externally facilitated Away Day for the leading political group	30/06/17			Complete	Took place on 10th June 2017
4			Externally facilitated Away Day for the Cabinet	15/07/17			On target	Scheduled to take place on 13th July 2017
5			Externally facilitated Away Day for Cabinet and SMT	31/08/17			On target	
6			Externally facilitated workshop for all members to shape the vision	31/07/17			On target	Will take place during specially extended Members' Learning Hour on 24th July 2017
7			Chief Executive to work with the LGA Labour Peer and the Leader of the opposition to agree how to develop more effective working relationships	30/06/2017			On target	
8			Cabinet to explore opportunities for cross party working on key strategic issues	31/07/17			On target	
9			Scrutiny Committee to explore opportunities in its work programme for more involvement on key strategic issues	30/09/17			On target	
10			Improvement Plan on Cabinet Workshop agendas as standing monthly item - Portfolio Holders to present updates	On-going		Interim Corporate Improvement Manager	On target	
11			Review alternative models for Governance Committee	31/08/17		Interim Corporate Governance Manager	On target	
	Strong and effective managerial leadership	Staff and member survey; outcomes of managers' 360 degree appraisal	Externally facilitated Away Day for SMT and Core Managers	03/05/17	Leader	Chief Executive	Complete	Took place on 3rd May 2017. A follow up session is planned for 21st June 2017
12			Leadership Development Programme developed for senior and middle managers	30/09/17	Leader	Interim Strategic OD and HR Consultant	On target	
13			SMT Away Days, SMT Work Programme, Review of existing arrangements for joint working between SMT and Core Managers	31/08/17	Leader	Chief Executive	On target	
14			Working in a challenging political environment programme for officers	31/07/17	Leader	Interim Corporate Governance Manager	On target	Two sessions scheduled for 4th and 13th July 2017
15			Member survey	31/08/17			On target	

Ref	Outcome	Measured by:	Milestones	Timescale	Member Lead	SMT Lead	Status	Comments
16	**New Council Vision and priorities and new Corporate Plan for 2018-21**	Staff and member survey: members and staff understand and own the vison and priorities and understand how they contribute to success	Cabinet proposes new Vision for the Borough for consultation with members and other stakeholders	15/07/17	**Leader**	**Interim Corporate Improvement Manager**	**On target**	Will be developed in Cabinet Away Day on 13th July 2017
17			Consider how to build in the key words of the Peer Review Team to the Council's values and culture (Pace and agility, ambition, empowerment, innovation, transformation and delivery)	31/03/18			**On target**	
18	**MTFS delivered**	MTFS targets achieved	2018-19 Budget and 2017-18 Implementation Plan to Cabinet Workshop 18th May and Cabinet 21st June 2017	21/06/2017	**Finance**	**Head of Shared Financial Services**	**On target**	
19			Project Documentation completed and Programme Boards set up and commenced	31/05/2017			**Complete**	
20			Monthly Cabinet Member and 6 weekly Leader Performance Reports	by 31/05/17			**On target**	
21			Monitoring by Cabinet and subsequent reporting to Improvement Reference Board	On-going			**On target**	
22	**Business Transformation targets in MTFS achieved**	Savings and income generation targets achieved	Transformation strategy approved	July Cabinet	**Corporate Support and Assets**	**Director of Development, Enterprise and Communities**	**On target**	
23			Transformation Programme developed and resources to deliver identified	31/08/2017			**On target**	
24			Year 1 projects started	30/09/2017			**On target**	
25			Year 1 projects completed	31/03/2018			**On target**	
26			Years 2 and 3 projects started	Apr-18			**On target**	