

Appendix 7 - Organisational Design Roadmap

Work Programme / Thriving Organisation /

☰ Strategic planning that helps the organisation be resilient ▾ ☆ ○ Set status

📅 Overview 📋 List ⋮ 🗄 Board 📅 Timeline 📊 Dashboard 📅 Calendar ⚙ Workflow 📬 Messages 📁 Files +

+ Add task ▾ 🗄 Filter ⬆ Sort 🗄 Group by 🗄 Hide

Task name	Assignee	Due date	RAG Status
▾ ✓ Financial strategy that helps the organisation be financially resilient 4 🗄	NIH Noel Hatch	1 Jul, 2024 – 1 Feb, 2025	In progre...
◇ Financial strategy published	👤	17 Jul	In progre...
◇ Budget Update 2025/26	👤	1 Dec	Planned
◇ Final Budget 2025/26	👤	1 Feb, 2025	Planned
◇ Procurement Strategy	👤	1 Feb, 2025	Planned
▾ ✓ Programme and performance tracking that helps improve performance of servic 5 🗄	NIH Noel Hatch	1 Jan, 2024 – 1 Mar, 2025	In progre...
◇ Annual Update of our Performance and Work Programme	👤	17 Jul	In progre...
◇ Quarter one update of the Organisational Design at JSC	👤	17 Jul	In progre...
◇ Quarter two update of the Organisational Design at JSC	👤	1 Oct	Planned
◇ Quarter three update of the Organisational Design at JSC	👤	12 Dec	Planned
◇ Quarter four update of the Organisational Design at JSC	👤	6 Mar, 2025	Planned

☰ **Services are designed in a way that support residents and our finances** ☆ ○ Set status

📄 Overview **☰ List** ⋮ 📅 Board 📅 Timeline 📊 Dashboard 📅 Calendar ⚙️ Workflow 📬 Messages 📁 Files +

+ Add task ▾ ⌵ Filter ⬆️ Sort 🗑️ Group by 🚫 Hide

Task name	Assignee	Due date	RAG Status
▼ Group 1 Areas of Focus			
▶️ 🗑️ Housing 4 🗑️	RJ Rob Jarvis	1 Jan – 30 Sep	In progress
▶️ 🗑️ Neighbourhoods 4 🗑️	AW Andy Willems	1 Jan – 30 Aug	In progress
▶️ 🗑️ Resident Services 1 🗑️ 4 🗑️	TS Tracey Strutt	1 Jan – 31 Aug	In progress
Add task...			
▼ Group 2 Areas of Focus			
▶️ 🗑️ Contracts 6 🗑️	PB Paul Brewer	1 Feb – 31 Oct	In progress
▶️ 🗑️ Place and Economy 4 🗑️	AW Andy Willems	1 Feb – 31 Oct	In progress; but delays
▶️ 🗑️ Regenerative Development 4 🗑️	CM Chris Maugh...	1 Feb – 31 Oct	In progress
▼ Group 3 Areas of Focus			
▶️ 🗑️ Core Services 4 🗑️	PB Paul Brewer	1 Mar – 31 Oct	In progress
▶️ 🗑️ Environmental Health 4 🗑️	JJ Jan Jonker	1 Mar – 31 Oct	In progress
▶️ 🗑️ Waste 4 🗑️	JJ Jan Jonker	1 Mar – 31 Oct	In progress; but delays
▶️ 🗑️ Bereavement and service review 7 🗑️	JJ Jan Jonker	1 Mar – 31 Oct	In progress

Improved skills and performance by our staff and teams ☆ ○ Set status

Overview **List** Board Timeline Dashboard Calendar Workflow Messages Files Gantt +

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Task name	Assignee	Due date	RAG Status
Skills and Capability Framework 7	NH Noel Hatch	1 Apr, 2024 – 28 Mar, 2025	In progress
Development of Skills Framework	NH Noel Hatch	28 Jun	In progress
Development of Management Framework	NH Noel Hatch	31 May	In progress
Development of Personal Development Cycle that enables staff to use the Skills Fram	NH Noel Hatch	31 Jul	Planned
Development of Capabilities & Matrix Model for Digital, Participation and Commerci	NH Noel Hatch	30 Aug	In progress
Development of Capabilities & Matrix Model for Strategy & Programme Developmen	NH Noel Hatch	31 Oct	In progress
Development of Capabilities & Matrix Model for Sustainability, Financial Managemen	NH Noel Hatch	27 Dec	Planned
Development of Capabilities & Matrix Model for Safeguarding & Equalities, Change M	NH Noel Hatch	28 Feb, 2025	Planned

Task name	Assignee	Due date	RAG Status
Learning & Development Programme 5	NH Noel Hatch	1 Mar, 2024 – 28 Mar, 2025	In progress
Launch a Skills Audit	NH Noel Hatch	28 Jun	In progress
Developing an Organisational Learning Programme	NH Noel Hatch	27 Sep	Planned
Launch an Organisational Leadership Team programme	NH Noel Hatch	31 May	In progress
Develop an Organisational Workforce Plan	NH Noel Hatch	27 Sep	Planned
Develop Joint L&D Missions Academy pilot with partners	NH Noel Hatch	29 Nov	Planned
Capability Programme 5	NH Noel Hatch	1 May, 2024 – 31 Mar, 2025	In progress
Coordination of Capability Leads MDT	NH Noel Hatch	31 May	In progress
Development of Digital, Participation and Commercial & Contract Management Capa	NH Noel Hatch	30 Aug	In progress
Development of Strategy & Programme Management, Business and Proposition Deve	NH Noel Hatch		Planned
Development of Sustainability, Financial Management and Communications Capabilit	NH Noel Hatch		Planned
Development of Safeguarding & Equalities, People Change Management and Admini	NH Noel Hatch		Planned

▼ ☑ Workforce & Employee Value Proposition 3 🗨️	NH Noel Hatch	1 Jun, 2024 – 28 Mar, 2025	Planned
◇ Develop an Organisational Workforce Plan	NH Noel Hatch	27 Sep	Planned
◇ Develop and Launch an Employee Value Proposition	NH Noel Hatch	27 Dec	Planned
◇ Develop a Place-based Value Proposition with partners	NH Noel Hatch	28 Mar, 2025	Planned

Work Programme / Thriving Organisation /

Better empowered communities through improved participation ▼ ☆ ○ Set status

Overview List ... Board Timeline Dashboard Calendar Workflow Messages Files +

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Task name	Assignee	Due date	RAG Status
▼ ☑ Participation Roadmap 7 🗨️	NH Noel Hatch	1 Apr, 2024 – 28 Mar, 2025	In progress
◇ Launch of Participation Learning Lab	NH Noel Hatch	26 Jul	In progress
◇ Launch of Participation Matrix	NH Noel Hatch	26 Jul	In progress
◇ Commissioning and Launch of Lived Experience Programme	NH Noel Hatch	27 Sep	In progress
◇ Development and Launch of Online Platform for social action	NH Noel Hatch	27 Sep	Planned
◇ Commissioning and Launch of Participatory Budgeting on the Cost of Living	NH Noel Hatch	29 Nov	Planned
◇ Connect to launch of External funding strategy through development of optio	NH Noel Hatch	31 Jan, 2025	Planned
☑ Commissioning of Housing tenant engagement		29 Nov	

▼ ☑ Engagement on Areas of Focus 4 🗄	NH Noel Hatch	1 Sep – 27 Dec	In progress
◇ Launch Resident & Partner Engagement Group 1 areas of focus - Neighbourhoods, Resi	NH Noel Hatch	30 Sep	Planned
◇ Launch resident & partner engagement on Group 2 areas of focus - Place & Economy a	NH Noel Hatch	29 Nov	Planned
◇ Launch resident & partner engagement on Group 3 areas of focus	NH Noel Hatch	27 Dec	Planned
◇ Connect to Thriving Places mission on resident & partner engagement on the Commun	NH Noel Hatch	30 Aug	Planned
▼ ☑ VCS Commissioning 5 🗄	NH Noel Hatch	1 Sep, 2024 – 28 Mar, 2025	Planned
◇ Launch engagement of VCS and communities on the future commissioning and fundinç	NH Noel Hatch	31 Oct	Planned
◇ Launch procurement on infrastructure support for the VCS	NH Noel Hatch	29 Nov	Planned
◇ Launch revised approach to VCS funding and commissioning	NH Noel Hatch	29 Nov	Planned
☑ Develop strategic principles on how we want to work with the VCS	NH Noel Hatch	23 Jul	In progress
☑ Develop strategic approach on how we make use of collective resources from partners	NH Noel Hatch	23 Jul	In progress

Neighbourhood CIL 1	NH Noel Hatch	1 May, 2024 – 28 Mar, 2025	In progress
Launch of CIL funding programme	NH Noel Hatch	31 May	Completed
Internal Communications 8	NH Noel Hatch	1 May, 2024 – 28 Mar, 2025	In progress
Launch of Principle of the Month communications campaign on Resilience	NH Noel Hatch	31 May	Completed
Launch of Principle of the Month communications campaign on Participative	NH Noel Hatch	28 Jun	In progress
Develop a Staff Survey Improvement Plan	NH Noel Hatch	28 Jun	In progress
Launch of Principle of the Month communications campaign on Adaptive	NH Noel Hatch	26 Jul	In progress
Launch of Thriving Economy campaign	NH Noel Hatch	27 Sep	Planned
Launch of Thriving Places campaign	NH Noel Hatch	31 Oct	Planned
Launch of Thriving Environment campaign (with potential join up of development of cr	NH Noel Hatch	29 Nov	Planned
Launch of Thriving People campaign	NH Noel Hatch	2 Dec	Planned

Work Programme / Thriving Organisation /

Capital programme that delivers social and economic value ☆ ○ Set status

Overview **List** Board Timeline Dashboard Calendar Workflow Messages Files +

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Task name	Assignee	Due date	RAG Status
Well-managed capital programme to deliver neighbourhood and community be 5	CM Chris Maugh...	1 Apr, 2024 – 31 Mar, 2025	Planned
Triage Stage 1		31 Mar, 2025	Planned
Cabinet Member briefing		31 Mar, 2025	Planned
Triage Stage 2		31 Mar, 2025	Planned
CLT sign off		31 Mar, 2025	Planned
Informal Cabinet sign off		31 Mar, 2025	Planned