



Supporting Impactful Change Leadership in Local Government

Case Study: Northamptonshire County Council



Background

Northamptonshire County Council is emerging from a period of significant financial and operational challenges.

A fresh leadership team has been formed whose focus is on delivering a financially stable and operationally capable organisation in preparation for the possible creation of two new unitary authorities to replace the current District and County Councils.

What We Did

The Change Maker Group were invited to help the leadership team establish their collective strengths and reflect on how they could best ensure Northamptonshire County Council is suitably prepared for the changes to come.

To achieve this we delivered our Impactful Change Leadership process which involved:

1. Each member of the leadership team undertook The Change Maker Profile, which identified their **personal package of impact and contribution to change**.
2. We provided the leadership team with a consolidated team profile which identified their **collective impact on change**.
3. We delivered a workshop session where the team were able to take time to consider how their individual proclivities aligned, how best they could work together for maximum impact and the **suitability of their collective impact to the challenges the organisation faces**.
4. We also provided **further feedback and coaching** to members of the leadership team as required.

The Results

The process we put in place to support the leadership team delivered the following outcomes:

- Revealed the balance of strengths within the leadership team, and allowed colleagues to understand how each other's proclivities affected day-to-day team work.
- Identified the suitability of the leadership team's collective impact to the challenges the organisation faces.
- Provided focus on where complementary proclivities could be sourced within the organisation to support the leadership in delivering change.
- Delivered clarity on how tasks could be allocated to the most appropriate individual and when to share a task with colleagues to get the best outcome.
- Created a safe and positive environment in which the leadership team could reflect on their personal performance and potential.

“The whole process was effortless and easy to engage with and the Change Maker Group were very professional.”

**Theresa Grant, Chief Executive,
Northamptonshire County Council**

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“The Change Maker Profile provided a positive and rounded view of the team as a whole and recognition of our specific attributes/skillsets. As a result of the insight I will reflect differently upon staff needs and insight in future change programmes and in major project resourcing. I would like to use it more widely across the leadership team within Place.”

Ian Boll, Acting Executive Director, Place

“The process gave us an insight into the overall balance of skills within the team and where our strengths and weaknesses are. Also, where we need to supplement the skills from outside of the Senior Leadership Team and from within the organization and beyond if necessary.

As a result of the insight I will be more conscious of my own balance of skills and also that of the Team when considering future plans and how they are implemented.

The workshop would help other Local Authority Teams to learn about themselves and provide insight into the strengths and weaknesses of their collective skills.”

Theresa Grant, Chief Executive

About The Change Maker Group

The Change Maker Group helps organisations unlock their hidden change-making potential.

We help them build and empower teams of self-sufficient Change Makers who deliver sustainable change into the future, without long term external support.

At The Change Maker Group we are committed to doing this because we understand that the world needs Change Makers more than ever before.

We believe anyone can make change happen once they know how they make their impact and how they contribute.

We are a not-for-profit collaborative organisation of experienced change professionals. We have a massive breadth of skills and experience across all the key areas of change and transformation, and across all industry sectors.

We are united in our purpose to create and empower Change Makers.

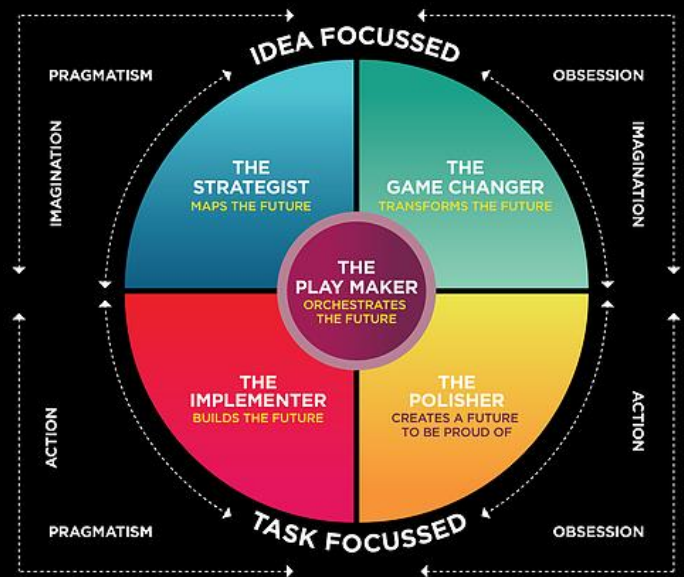
The Change Maker Profile

Our Impactful Leadership Process is enabled by the unique insight provided by The Change Maker Profile.

The Change Maker Profile is an organometric based on the GC Index®. It is underpinned by a scientific framework based on five roles.

It is used to help understand the potential impact and contribution of individuals in change and transformation. It identifies how they make their greatest contribution within a team and how the team itself impacts the delivery of change.

The Change Maker Profile shows that a game-changing team is essentially all about having radical ideas, making sense of them, putting them into practice, making them brilliant and ensuring everyone works together to make it happen.



CONTACT US

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