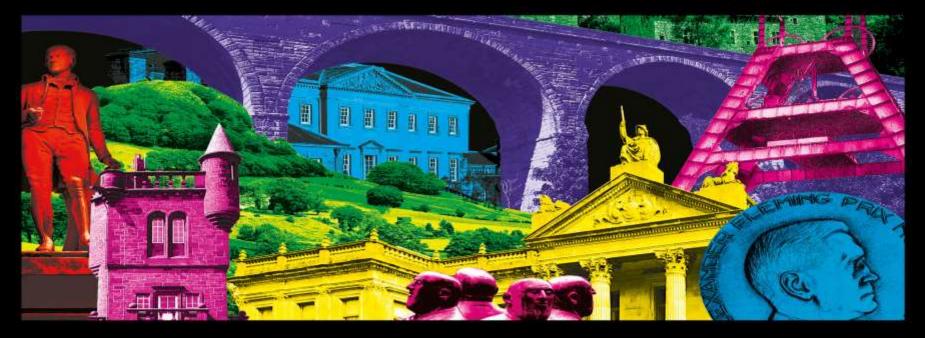




#### 'Transforming East Ayrshire - Our Vibrant Journey to People Powered Transformation'





"East Ayrshire will be a place with strong, vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people's needs."

The vision of East Ayrshire Community Planning Partnership



### Transforming our Relationship with our people... Why Re-focus?

- Drop in funding available to public sector
- Changes in demography
- Increase in demand
- Listening to our communities, our workforce and stakeholders
- Widening inequalities gap
- Welfare Reform
- EAC Transformation Strategy 2014-2017 Saved £34m
- EAC Transformation 2 2018-2022- Save further £32m
- Christie Commission and Community Empowerment





#### Our solutions are often not fit for purpose...









#### **Vibrant Communities**



- Established April 2013- Saved over £2.5m by 2019
- Harnessing the talents, skills and experience of over 100 front facing employees, our communities and stakeholders!- extended to over 850 Housing and Communities employees- Now moving to whole Council!
- Whole system change across our organisation, our communities, our partners
- Co-production; valuing local people & recognising them as assets; building social networks; promoting reciprocity and inclusion & equality.
- Reduced bureaucracy and red tape
- A **positive and transformed** relationship with our workforce and our communities
- Christie and Community Empowerment in action!



### Changing culture, hearts and minds ... Our own, our colleagues, our communities

	dependency culture	empowerment culture
Focus on Deficiencies F		Focus on Assets
Problem Response		Opportunity Identification / Solution Focus
Charity/ Grants Orientation		Investment Orientation
P	· · · · · · · · · · · · · · · · · · ·	Power more equally balanced between community, individual and professionals
N	More Services	Fewer Services
D		Being part of communities, Companionship Increased social networks
Fo	ocus on Individuals	Focus on communities/neighbourhoods
N	Maintenance	Development
Se	See People as Clients and Customers	See People as Citizens, Neighbours and
		Co-producers
'F	Fix People'	Develop Potential
P	Programmes/ Projects are the Answer	People are the Answer
active connected		



# The Big Challenges we face together

- Poverty
- Loneliness and Isolation
- Drug and Alcohol addiction
- Poor mental health
- Reduction in Public Sector Funding- £32m for East Ayrshire by 2022

#### The Big opportunities we can harness together





### We need to focus on what's strong not what's wrong!



5 SIGNS OF A UNICORN EMPLOYEE.....

Not limited by job title

Pay attention to the finer details within the bigger picture

True Grit- Blaze with passion and persevere

**Respectful and Considerate** 

Get things done

**Rvan Holmes CEO Hootsuite** 



## Some Unicorn led Transformational Approaches in East Ayrshire.....

- **Vibrant Communities**
- 'Barbara' the Bin
- **Respectful Funerals**
- **Place Based Working**







**Outside catering and events** 

**Track my Gritter and Community Resilience Groups** 

#### **Transformational review of fleet**



#### How can we find and nurture our Unicorns?

Focus on skills, talents and values not job descriptions

Kind, servant leadership at all levels

**Empowered and Solution focused** 

**Develop self managed empowered teams** 

**Encourage Creativity and innovation and celebrate success** 

Simplifying approaches and processes

Every decision puts 'people at the heart of everything we do'





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#### **Mainstreaming East Ayrshire's Values and Behaviours**



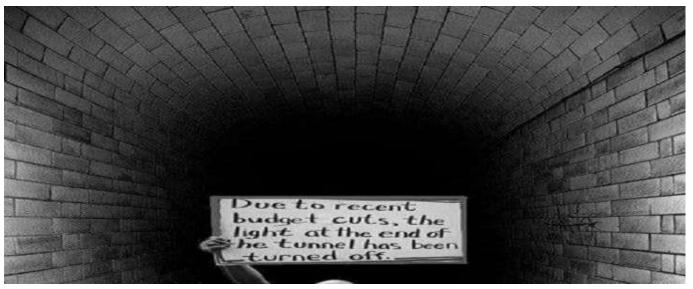


- Employee Hackathons
- Listening into action leadership events
- Series of service redesign events
- Employee think tanks with over 150 employee members
- Young Employees Focus Group
- 'councillor conversations'
- Consensus approach with political leads
- Community champions appointed



#### Together we can transform East Ayrshire

- Focus on the people we serve, on our strengths and harnessing the amazing skills, innovation and talents of our employees and our vibrant communities.....
- Growing our collective passion for our place and relentless kindness!



Together we can transform Public Services and put people in the heart of everything we do!

