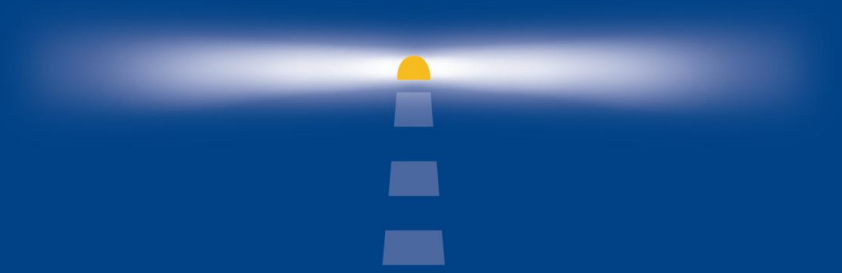

Leadership Centre for local government

Aligning Values – Cultural Change

Making sense of what we see

by John Atkinson

Managing Director

Leadership Centre for Local Government

The Values - The Coalition Agreement

- Cuts
- Localism
- GPs
- Schools

A new language of government

- Productivity
  - Public sector productivity has gone down by 3.4% at a time when it has risen by 20% in comparable private sector organisations – Francis Maude, Minister of State at the Cabinet Office
- Localism
  - Localism, Localism, Localism. But politics being what it is I reserve the right to change the order – Eric Pickles, Secretary of State CLG
- **Transparency & Accountability**

Tight - Loose

- Strategic direction
- Cash
- Property
- IT Infrastructure
- Procurement
- Major projects
- Headcount

— delivery

Big Society (the end of big government)

"The hidden hand of the market will not spontaneously fill the void"

Organisational change to social change

Organisation

Organising

The place of leadership in this new place?

- **Outcome not organisation**
- **Who I need to influence not who reports to me**
- **Accountable anarchists not ‘poodles’**
- **Aggregation of funding not control of budget**
- **Politics not process**