

Council Management Team Principles - 'How we will work'

Date Agreed : October 2018		Review Date: January 2019	
What's important to us as a team about how we work	<ul style="list-style-type: none"> We focus on our vision for Barnet and our priorities We collaborate, challenge and support each other to achieve the best outcomes for our residents and staff We are visible with our staff and spend time with our teams We share leadership, take collective responsibility and solve problems collectively We listen and are curious We are a team and we trust each other 		
Where and when we will work to best deliver services	<ul style="list-style-type: none"> We are flexible and work from wherever it makes most sense for us including working remotely We want to use technology more to stay connected as a team (including Skype For Business) 		
How we will communicate, meet and support one another	<ul style="list-style-type: none"> We are open about and will cascade CMT discussions and decisions We use different communications channels to stay connected to each other and our staff Our communications are concise Our meetings are focused, with a purpose and we are clear about the highest context for each discussion We want people to be open and speak up; 'there are no stupid questions' 		
What are the practical things we will need to do to make this work (Housekeeping)	<ul style="list-style-type: none"> We always have CMT cover in the office Every Thursday we sit in the same area, located near Members Every Tuesday we have our CMT meeting At the end of our meetings we summarise conclusions, agree next steps and ask for any feedback We remove items from meeting agendas if they don't add value or don't focus on current priorities We keep our desks clear of clutter and personal belongings We will review and adjust our team principles quarterly 		
What improvements might we need to initiate to make the most of modern ways of working? Or support?	<ul style="list-style-type: none"> We will seek and offer feedback and learn from it 	<ul style="list-style-type: none"> We will stop using PowWowNow conferencing We will use less paper 	