

## NOTTINGHAM CITY HOMES

STRATEGIC BOARD  
AGM

REPORT OF THE DIRECTOR OF  
ORGANISATIONAL DEVELOPMENT

26<sup>TH</sup> JULY 2007

### BOARD MEMBER LEARNING AND DEVELOPMENT PROGRAMME – PROGRESS REPORT

#### 1 SUMMARY

1.1 This report provides a brief update on the Board Member Learning and Development Programme.

#### 2 RECOMMENDATIONS

2.1 The Board are asked to note for information the contents of this report.

#### 3 REPORT

##### 3.1 Background

In March 2007 the Board was informed of the appointment of the Board Development Agency as business partner for the design, delivery and evaluation of an NCH Board Development Learning Programme.

##### 3.2 Plan for Board Member Development

All Board Members are positively encouraged to participate in the programme of development which in summary will include:

- Development of Board Member competencies
- 1-1 Board Member development interviews to discuss individual development needs against the profiled competencies.
- Preparation of personal development plans
- Participation in an approved accredited development programme that affords each Board Member a qualification in Governance, accredited by the Institute of Leadership and Management.

See Appendix A for a detailed action plan for Board Member development.

See Appendix B for an example of content for the accredited Board development programme.

See Appendix C for the Board Member competencies profiled by Board Members and Senior Officers on 16<sup>th</sup> July, 2007.

### 3.3 **Finances and Value For Money**

A budget of £33,000 has been set aside for Board development. However, with the reduction in Board Members a potential saving is possible, which can be used to support the Board in other ways e.g. succession planning. Furthermore, a tender exercise was undertaken to ensure that the best provider was secured in terms of cost and quality.

### 3.4 **Equality and Diversity**

Equality and diversity is embedded in the planning and delivery of the programme. See Appendices A and B.

### 4.0 **Further Information**

This report has been prepared prior to discussions with Board Members involved in profiling the competencies, arranged for 16<sup>th</sup> July 2007 and a presentation to the Governance Task Group, arranged for 17<sup>th</sup> July 2007. A verbal update regarding these discussions will be provided to the Board on the 26<sup>th</sup> July 2007.

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**DATE: 16<sup>th</sup> July, 2007**

## APPENDIX A - PLAN FOR BOARD MEMBER DEVELOPMENT

Date	Activity	Responsibility
July 16th	Profiling Board competencies	Carol Aaron and Susan Kashyap
July 17 <sup>th</sup>	Board Development Agency to meet with Governance Task Group to discuss development programme.	Carol Aaron and Ita Cooke
26 <sup>th</sup> July 07	Board Established	CL/SS/Chair
Late August 07	Launch and induction day	Board Development Agency
August 07	1-1 interviews with Board Members to agree development plans and the change agenda.	Board Development Agency
Late August 07	Design group wide development programme.	Board Development Agency
Late August 07	Individual development needs to be actioned	BDA/CA/Chair
September 07	Commitment to delivering Equality and Diversity and Health and Safety (IOSH) programme to EMT and Board Members.	CA/H&S Training Provider
October 07– March 08	Start Accredited Development Programme (exact schedule to be agreed)	Board Development Agency
November	First 1-1 coaching session for each Board Member	Board Development Agency
December	Introduce 360 feedback	Carol Aaron and the Learning and Development Team
February 08	Second 1-1 coaching session for each Board Member	Board Development Agency
April 08	Celebration of Achievement Plan next stage of accredited programme	Carol Aaron/Raj Patel
May 08	Third 1-1 coaching session for each Board Member	Board Development Agency

## **APPENDIX B - ACCREDITED PROGRAMME (S) – EXAMPLE OF CONTENT**

### **\*The Governance Award – Induction**

- To enable new board or shadow board members to become effective members of the board team through gaining the basic knowledge required to be a board member in their particular social business sector
- To develop basic governance skills
- To develop leadership skills
- To understand the management skills required to become an effective efficient and economical social business committed to continuous improvement
- To understand how to make accountability real through the active engagement of stakeholders
- The business benefits of diversity

### **\*Intermediate Governance Award**

- Understanding what governance means
- Developing effective communication and teamwork skills for good governance
- Developing effective procedures for good governance
- Understanding the stakeholders' perspectives values and interests in good governance
- Diversity and equality - agreeing and planning goals for diversity

### **\*Advanced Governance Award**

- Developing Strategy for good governance
- Developing effective governance for the business sector you are in
- Developing personal boardroom skills
- Developing Stakeholders involvement in good governance
- Developing effective management communication and teamwork skills for good governance

\*Exact content and level of award to be agreed with the Board.