

Progress to 31 December 2003...

In line with the outcome of the Comprehensive Performance Assessment, the Council identified improvements it intended to have in place by 31 December 2003.

| <i>In this area...</i> | <i>We will have in place...</i> | <i>Progress</i> |
|--|---|------------------------|
| Leadership and vision | <ul style="list-style-type: none"> • A three-year Corporate Plan linked to the medium term financial framework and key priorities | ☺ |
| Performance management | <ul style="list-style-type: none"> • Council-wide performance management framework • Systems to validate key performance indicators | ☺ ☺ |
| Key resources | <ul style="list-style-type: none"> • A corporate approach to project management • Risk management systems incorporating operational and insurance risk | ☺ ☺ |
| Organisational development and learning | <ul style="list-style-type: none"> • 50% of actions in the Human Resources Strategy completed • Staff Review and Development process incorporating feedback and target setting linked to business planning • Systems for sharing learning across the Council | ☺ ☺ ☺ |
| Communications | <ul style="list-style-type: none"> • 100% of team briefings consistently and systematically deployed throughout the organisation • Opportunities for upward feedback | ☺ ☺ |