

Appendix 2: Emerging Themes to be developed into action plan

Focus	Emerging Themes to be developed into the Peer Challenge Action Plan	Link to our commitments in the Council Plan / Delivery Plan
People & Culture	<ul style="list-style-type: none"> • Embedding hybrid working • Enhancing the leadership development offer • Cross-organisational working • Performance management 	Great Partner & Council – Our People and the way we work
Elected members	<ul style="list-style-type: none"> • Member development • Councillor awareness and communications • More distributed political leadership • Scrutiny 	All areas of focus
Organisation & Governance	<ul style="list-style-type: none"> • Take stock of, and refine, the target operating model and further embed new ways of working • Consider an evaluation model for increased rigour around initiatives delivered and impact of savings 	Great Partner & Council – Our People and the way we work
Data / Digital	<ul style="list-style-type: none"> • Embedding Intelligence-led decision making • Encouraging cross-partner use of data 	All areas of focus Great Partner & Council - Using our data and digital solutions to improve service delivery
Change & improvement	<ul style="list-style-type: none"> • Preparation for the new CQC requirements in Adult Social Care • Governance of multiple changes relating to the Education service 	Through education, improve life opportunities for children, young people and those with special educational needs and disabilities Support people to live healthy, happy, and independent lives and work with partners to reduce health inequalities Great Partner & Council
Key Policy Areas	<ul style="list-style-type: none"> • Climate change • Levelling Up • Strategic economic growth plan 	All Areas of Focus
Partnership & place leadership	<ul style="list-style-type: none"> • ‘Team Warwickshire’ partnership approach • Partnership working to collectively drive change and delivery of strategic priorities for Warwickshire 	All Areas of Focus Great Partner & Council – Harnessing Community Power
Financial Management	<ul style="list-style-type: none"> • Robust governance • Demand management • Commercialism • Capital programme 	All Areas of Focus Great Partner & Council – Our People and the way we work