

# The RPA, Super-Councils & Change Management: A Northern Ireland and UK Perspective

- How can we ensure that the 11 new “super-councils” will deliver the high quality public services envisaged in the RPA?
- How will staff cope with the changes?
- How can change management plans ensure the restructuring of councils is a smooth and effective process?

Wednesday, 16<sup>th</sup> September 2009  
9:00am – 12:30pm  
Holiday Inn Hotel, Belfast

*Brought to you by ASITIS Consulting, in association with NILGA*

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The logo features the word "nilga" in a stylized, lowercase font with a purple and blue swoosh above it. To the right, the text "Northern Ireland Local Government Association" is written in a smaller, sans-serif font.

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Local Government Association

## Overview of the Seminar:

The Review of Public Administration (RPA) has instigated a massive programme of reform. Its impact on local authorities will lead to the most far-reaching changes since the inception of the State.

The family of functions that will transfer to local government currently accounts for annual expenditure of some £116 million and involves about 1,070 staff. That constitutes a 25% increase in the budget of local government and an increase of almost 12% in its staff complement.

How can we ensure the 11 new 'super-councils' will deliver the high quality public services envisaged in the RPA, against the burning platform of the 2011 elections?

This seminar has brought together a panel of experts whose experiences in developing, building and implementing Change Management programmes have been recognised as international examples of success. Delegates will benefit from the experiences of these case studies, and the lessons these speakers have to share. As we examine together the keys to successful implementation, delegates will gain expert and practical advice on ways to approach the challenges of change.

The "RPA, Super-Councils, and Change Management" Seminar is structured to provide a high level of interaction between speakers and delegates, with plentiful opportunity for questions and answers. As 2011 draws near, this is your opportunity to learn more about change management and the challenges it brings; most importantly however, it is your chance to interact with award-winning professionals who understand the keys to achieving success.

## The Panel:

	<p><b>Steve Jenner, Director, Criminal Justice Information Technology</b></p> <p>Steve designed, implemented and operated the CJS IT approach to Portfolio &amp; Benefits Management that has been recognised internationally (in reports to the OECD and European Commission and in a case study published by Gartner) and which won the 2007 Civil Service Financial Management Award. He is a regular speaker at international conferences. In the last three years he has presented to the OECD (Paris), European Commission (Brussels, Vienna and Geneva) and to conferences in Sydney, Brisbane, Washington, Vancouver, Florida, Rome, Milan and London. Steve is regarded as <i>the</i> UK expert in change management, and will bring a fresh and unrivalled knowledge to this seminar.</p>
	<p><b>Barry Lowry, Head of ICT, Northern Ireland Civil Service</b></p> <p>Barry Lowry has worked in ICT within Government for more than 28 years and has been involved in a host of challenging ICT projects and initiatives including the first Northern Ireland Driver Licensing and Planning Application computer systems, the NI Animal and Public Health Information System and the creation of an ICT HR Strategy for the NI Civil Service. In 2004 he was asked to take the lead in developing the Northern Ireland Civil Service ICT Shared Services initiative and has taken that programme from feasibility study through to the delivery of IT Assist, the Northern Ireland Civil Service shared service centre, which now supports more than 18,500 customers across all 11 NI Departments.</p>
	<p><b>Michael Boyd, Head of Community Relations, IFA</b></p> <p>Michael Boyd is Head of Community Relations for the Irish Football Association (IFA). The aim of his role is to devise, design, develop and implement the IFA's community relations strategy, practice and policies. Recently, Michael was a key member involved in the award-winning and internationally acclaimed change management programme "Football for All". This programme worked to eradicate sectarianism and racism from football in Northern Ireland.</p>
	<p><b>Jim Rainey, Community Champion, Football for All</b></p> <p>Jim Rainey has worked tirelessly over the years to eradicate sectarianism from Northern Ireland Football and Windsor Park. His involvement in the Football for All Campaign has gained him local and international recognition as a leader in cultural change. Speaking with Michael Boyd, Jim will discuss the recent award-winning success of the "Football for All" Campaign, why it has been so successful, and how local counsellors and businesses can learn from their experiences in managing change.</p>
	<p><b>Paul Cooke, Managing Director, Cequel Projects</b></p> <p>Paul Cooke is an experienced and professionally accredited Project / Programme Manager who has successfully delivered a wide range of change management projects. Of his most successful has been the migration of Danske Bank systems into Northern Bank and National Irish Bank. This programme won the prestigious Association of Project Management (APM) Programme of the Year Award in 2006, the first time a Northern Ireland project or programme has won an APM award. Paul has recently established Cequel Projects, a specialist project and programme management consultancy business where he continues to work in both the public and private sector.</p>
	<p><b>Nick Garbutt, Managing Director, ASITIS Consulting</b></p> <p>Managing complex change programmes are always the most difficult challenge any organisation can face and the bigger and more complex the programme, the more difficult execution is. Crucial to success is strong, effective communications. For any change programme to realise its goals, it is essential that all those involved in implementing change fully understand and communicate the impacts. Nick Garbutt has over 10 years experience building and executing communications strategies for major change programmes, bringing unrivalled insight to the challenges currently facing local authorities.</p>

## Seminar Programme:

9.00 – 9:30am	Registration and Networking Tea & Coffee
9:30am	Welcome & Opening Remarks Barry Turley, ASITIS Consulting
9:35am	<i>Where We're at: an Update on the RPA</i>  <b>Heather Moorehead</b> , Chief Executive of NILGA
9:40 – 10:00am	<i>Change Management in the Public Sector: A UK Perspective</i>  <b>Steve Jenner</b> , Director, Criminal Justice Information Technology, on Secondment to the Cabinet Office.
10:00 – 10:20am	<i>A Case Study - Change Management in Practice: The NICS ICT Shared Services Programme</i>  <b>Barry Lowry</b> , Head of ICT, Northern Ireland Civil Service
10:25 – 10:55am	<i>Football for All: A Challenging Change Programme</i>  <b>Michael Boyd</b> , IFA Head of Community Relations & <b>Jim Rainey</b> , Football for All
11:00 – 11:35am	<i>The Communications Challenge: Sharing our Experiences</i>  <b>Paul Cooke</b> , Managing Director, Cequel Projects & <b>Nick Garbutt</b> , Managing Director, ASITIS Consulting
11:40am – 12:30pm	Question & Answer Period

## About Us:

ASITIS Consulting Ltd is unique. We are an integrated public relations & public affairs consultancy. That means we can combine our expertise in media and government to ensure maximum impact and effectiveness.

Great communications are at the heart of any winning enterprise. For business, it's not about looking good – it's about being more successful which means making more money. And for the voluntary sector it's all about winning your campaigns and securing more funds.

Get them wrong, and you risk disaster.

Bringing in the right communications expertise can be the most important investment any business can make. This is where we come in...

## We can be your eyes, ears and voice.

Through a number of tailored products, ASITIS Consulting can help build, develop or support your organisation's communications, public relations and public affairs strategies.

### Political Strategy, Campaigns & Integrated Public Relations

It doesn't matter what you do. If people don't know you're doing it, you might as well not bother. We have unrivalled knowledge, experience and contacts, built from the inside through successful careers in both journalism and politics. Our campaigns are successful, we know how to manage a crisis, and no matter what your agenda is, we tell it ASITIS.

### Political Intelligence

To influence policy you first need to know what is being said and who is saying it. Political Intelligence is our comprehensive monitoring and analysis of all Assembly debates, committees, departmental and party political announcements, delivered weekly in a concise and bespoke report. In addition we deliver bulletin coverage of breaking news relevant to your organisation. Through careful monitoring ASITIS Consulting have helped clients identify opportunities to influence policy and gain substantial government investment.

### Political Audit

Listening can be a valuable tool for you. What the government knows about your organisation is important and the only way to find out is to ask. We help you devise a series of questions that we put to the most relevant MLA's, Party officials and Civil Servants. The resulting report reflects how your organisation is viewed, whether your policy objectives are being heard. It also indicates where or who you need to focus attention next.

### Further Information

If you would like to discuss any of these services with a member of our team, or request further information please contact ASITIS Consulting on 02890 438 677.

## Face2Face Booking Form

### Seminar: The RPA, Super-Councils & Change Management

**Date:** 16<sup>th</sup> September 2009 **Time:** 9:00am – 12:30pm **Venue:** Holiday Inn Hotel, Belfast **Cost:** £150.00

#### Delegate Details

Mr/Mrs/Ms/Dr: (Surname)

(First Name)

E-mail:

Telephone:

Organisation:

#### Invoice Payment Details

(NB: Payment must be made in Pounds Sterling) Please note that payment is required in advance of the event.

£150.00 + VAT = £172.50

Cheque (all cheques made payable to ASITIS Consulting)

Credit Card (the following cards only are accepted-Visa Credit, MasterCard, Maestro International)

Cash

No. of delegates:

#### Total Payment: £

If paying by credit card-

Card Number:

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Expiry Date:

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Issue Number:

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Security Code:

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Account Name:

Cardholder's signature:

#### 4 Easy Ways to Book:

Phone - Contact Nicole McAuley or John Davison, ASITIS Consulting on 028 90 438677

E-mail - this booking form to [nmcauley@asitisconsulting.com](mailto:nmcauley@asitisconsulting.com) or [jdavison@asitisconsulting.com](mailto:jdavison@asitisconsulting.com)

Fax - this booking form to ASITIS Consulting Ltd, on 028 90 324685

Post - this booking form to ASITIS Consulting Ltd, 17a Ormeau Avenue, Belfast, BT2 8HD

#### Substitutions/Cancellations:

Upon receipt of your booking form and payment your place(s) will be confirmed. Please ensure you include your email address as this is how we will confirm your booking. Any cancellation/transfer must be received in writing by post or by email 72 hours before the start of the seminar. You will only receive a full refund up to 72 hours before the event. A substitute delegate can be named at any time before the programme begins without charge.

#### Important Note:

This booking form constitutes a legally binding contract. It may be necessary for reasons beyond the control of ASITIS Consulting to change the content and timing of the programme, the speakers, the date or the venue. In the unlikely event of the seminar being cancelled, ASITIS Consulting will automatically make a full refund but disclaim any further liability.