



## “It’s the people, stupid”

In these economically challenging times, there is a persistent call from leaders and CEOs; everyone needs to do more with less. But, how is it possible to turn this mantra into a practical approach that all councils can utilise?

At pixelfountain, we believe the answer lies in quality. If you reduce quantity then there needs to be a step change in quality to achieve more from less.

Specifically, councils should concentrate on improving the quality of their workforce. As a Chief Executive of a Metropolitan Borough Council once said in our workshop, “It’s the people, stupid”. We totally agree. Training and development are not optional extras, they are a key part of the solution.

# Working with your people to get more from less ...



## Councils, more than ever, need a committed and well trained workforce

pixelfountain provides innovative solutions to help councils and other public sector organisations to develop their people and partnerships.

### What we can achieve:

On Total Place, we can support the cultural dimension by connecting learning, values and behaviours to performance goals.

We can also improve efficiency by improving inter-departmental and partnership working. Success, here, lies in an ability to generate collaborative gain whereby the whole is actually greater than the sum of the parts.

Our programmes also help individuals improve generic skills, that are key to delivering more with less:

- strategic thinking
- communication
- negotiation
- collaboration
- joined up thinking
- problem solving
- and decision making.



These skills, alongside knowledge, enable decisions to be better tuned to the local area and people.

### Where we can help:

- Recruitment
- Induction
- Leadership Programmes
- Learning and development
- Partnership and team development
- Supporting transformation.

### How we do it:

#### Learning simulations

Learning simulations (resource management games) are played by delegates in workshops. Delegates take on different roles and need to work together to deliver outcomes in a virtual community.

Learning simulations provide a safe environment to explore roles, issues and develop solutions.

#### Facilitation

Before, during and after workshops, we work with teams and groups to establish required outcomes and how to deliver them in a cost effective manner.

#### Tools

We develop on-line and off line tools including models that enable teams to investigate issues and stay in touch.

#### Coaching

We can work with individuals to establish and achieve key goals.

## Flexible Approach

We can tailor programmes to suit your organisations needs and the outcomes.

### 1. Analysis and pre-work:

- Interviews with key stakeholders.
- On-line surveys to identify needs, outcomes, strengths, weaknesses.
- Pre-workshop coaching.

### 2. Shared Learning Workshops:

- Presentation and analysis of on-line surveys.
- Learning simulation tied into needs and goals.
- Exercises to explore local issues and opportunities such as modelling, cause & effect mapping and emotional analysis.

### 3. On going Team Facilitation and Coaching:

- Learning through Stories: enabling teams and partners to communicate using the powerful medium of stories.
- Action learning sets and coaching.
- Collaboration tools.

*“ [I liked] the interactive nature coupled with the discussion with other ‘teams’ which made a welcome change from the usual death by PowerPoint and sleep inducing presentations. A well run event which really got the message across in a stimulating and innovative way.”*

