

### Peer Review Themes

Recommendation	Year	Theme	Where are we now?
Re-evaluate priorities to overarching one of economic growth	2013	A focus on priorities	
More pro-active in determining non-priorities	2013	Being pro-active/forward thinking?	
Create opportunities to share thinking etc around Council's future role	2013	Engagement	
Create corporate resources to manage Council ambition	2013	A focus on priorities	
Develop mechanism for exchange of best practice & learning across services	2013	Engagement	
Sustain/Encourage Member engagement in new approach to transformation	2013	Engagement	
Review role of scrutiny in supporting policy development	2013	Engagement	
Be prepared to do things differently	2013	Being pro-active/forward thinking?	
Make joint leadership visible	2016	Being pro-active/forward thinking?	

Create Strategic Leadership team sessions monthly	2016	Engagement	
Being clear about respective roles/responsibilities of Members/Officers	2016	Clear leadership & accountabilities	
Complete senior management review	2016	Clear leadership & accountabilities	
Make difficult decisions now – be bold	2016	Being pro-active/forward thinking?	
Focus on action and not reaction to issues	2016	Being pro-active/forward thinking?	
Create positive Council narrative	2016	Being pro-active/forward thinking?	
Create capacity for corporate planning & performance management	2016	A focus on priorities	
Widen approach to managing vocal minorities	2016	Being pro-active/forward thinking?	
Tactical Plan to raise Council profile	2016	Engagement	
Clear Action Plan on deliverables & timescales for Member and Officer accountabilities by summer 2016	2016	Clear leadership & accountabilities	