

Leadership and Management: Our Expectations

Managers at Wirral Council are expected to do the following to maximise performance, to deliver outcomes for the people and communities of Wirral-:

<p>Communication</p> <ul style="list-style-type: none"> • Conduct regular effective one-to-ones, team briefs and meetings • Articulate clearly to colleagues • Communicate key messages and encourage feedback • Build networks internally & externally 	<p>Change & Service Development</p> <ul style="list-style-type: none"> • Drive & champion change • Plan & improve service delivery • Consult with users and other providers to inform service provision 	<p>Safety & Health at Work</p> <ul style="list-style-type: none"> • Promote employee health & well being • Meet statutory legislative requirements • Conduct risk assessments • Manage health & safety risks appropriately
<p>Performance Management</p> <ul style="list-style-type: none"> • Translate the Council's goals and priorities into service/team/individual objectives • Achieve realistic performance targets and standards within agreed resources • Deliver improved service delivery through learning and innovation 	<p>Equality & Diversity</p> <ul style="list-style-type: none"> • Manage behaviours • Conduct Equality Impact Assessments • Undertake responsibilities under The Equality Duty & Dignity/Respect Agenda 	<p>People and Culture</p> <ul style="list-style-type: none"> • Provide leadership • Motivate & develop your team effectively • Deliver performance appraisals • Manage attendance effectively • Deliver within the employee HR framework
<p>Financial Management</p> <ul style="list-style-type: none"> • Manage service delivery within approved budgets & resources • Improve management of assets • Identify & implement improvements to value for money 	<p>Corporate Governance</p> <ul style="list-style-type: none"> • Focus on community requirement • Deliver services in an effective and efficient manner • Manage risk • Deliver excellent standards & codes of conduct • Provide and adhere to transparent structure & process 	<p>Risk Management</p> <ul style="list-style-type: none"> • Deliver the Council's risk framework & processes • Assess, monitor and escalate risks & issues • Identify & advise on new risks arising from new objectives/activities • Deliver the Council's emergency planning process

Underpinned by Wirral values PERFORM and Wirral behaviours which run through all that we do.