



The Challenge

As a body answerable to tax payers, Buck County Council Finance Team (BCC) is determined to be a 'beacon' function; providing the best possible service at the lowest possible cost. The Finance director knew that to do this it would require a forward looking leadership team with a 'joined up' approach to leadership, where mission, values and culture were consistent across all senior management.

The Solution

The BCC Finance Director asked MC cubed to design and facilitate an off-site event where the leadership team could discuss and agree the way ahead. The event included some taught sessions on leadership focusing the mc-cubed performance and leadership models and on the research of Kouzes and Posner from the Leadership Challenge. The main focus of the event was get a consistent set of guidelines that the whole leadership team could buy into and then consistently role model. The MC cubed facilitator took the group through a process that helped them clarify firstly their vision, mission and values; and then the leadership behaviours that would support their vision. Finally, they identified specific actions for individuals and small teams to take responsibility for. Timeframes and follow-up were assigned; and the team then set about achieving their vision with high levels of commitment and enthusiasm.

The BCC finance team have since used mc-cubed to provide a series of leadership training events for managers.

mc-cubed were asked by the new Head of Finance to run an event for the new Leadership team. The key focus of this event was on championing change within the finance function, and further empowering employees to take responsibility for their roles. Again this event had a mixture of taught elements on change and continuous improvement using learning from Handy and de Bono; and facilitated sessions to focus on the group's actions and agreed behaviours 'back at the ranch'. By the end of the event the group were energised and clear about their actions going forward.

Outcomes so far

The FD was pleased with how quickly mc-cubed was able to get the team working effectively together and the high quality of the thinking that was done on the event.

"The event mc-cubed ran for us gave us, the leadership team, the opportunity to take time out to focus on our issues; and to think how we, as individuals, and as a group take them forward. As a facilitator Barbara picked up on our needs really quickly and helped us to prioritise. She was tuned into our issues and helped us find workable solutions.

As a consequence of the event we have organized a session with the next tier down, facilitated by mc-cubed, and our staff are already looking forward to it."

Jackie Yates
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