

# BARRIERS TO CULTURE OF IMPROVEMENT AND INNOVATION

NATIONAL LG  
CONFERENCE

REINVENT.LGOV

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*Workshop Session  
Notes*

# KEY BARRIERS

- ① Lack of Direction/Framework
- ② Perceived loss of control
- ③ Resistance to change
- ④ Resources
- ⑤ Scale of improvements
- ⑥ Weak/untrusting relationships



# POTENTIAL SOLUTIONS MAP

## • Overcoming Resistance



- What change means & why?
- Understand needs/desires
- Small/Phased out projects
- Explain the benefits
- Have a senior leader as 'champion'

## • Managing 'Change Management'



- Have a 'Change Framework'
- Have inclusive teams
- Common organisational language
- Multi channel messaging
- Make change accessible

# POTENTIAL SOLUTIONS MAP

## • Resources/Scaling



- Understand expectations
- What are the drivers for change
- A thorough stakeholder analysis
- Team profile/S.W.O.T Analysis
- Collaboration and Partnerships

## • Relationship Management



- Involve everyone
- Build a momentum
- Use power of individual connections
- Focus on 'Quick Wins'
- Seek and capture ideas from teams