

The Perth and Kinross Offer

- Recovery and Renewal
 - Engagement feedback
 - Organisational Development Plan



Developing the Perth and Kinross Offer

1. building our Perth and Kinross Offer vision
2. creating a Communication and Engagement Plan- Interim Summary of engagement feedback
3. developing our Employee Experience - Organisational Development Plan
4. promoting “Quick Wins” / Successes
5. enhancing our digital engagement platforms



1. Building Our PK Offer Vision

➤ Phase 1 – Discover

- Engagement activity to understand the impacts of the pandemic

➤ Phase 2 – Vision and Define

- the development of our vision
- the approach for the Offer, and
- potential new models of service delivery

➤ Phase 3 Deliver

- Designing and delivering



2. PK Offer - Creating a Communication and Engagement Plan:

- Health & Wellbeing survey
- Staff impact questionnaire
- External Engagement Survey
- Community Impact Assessment Survey
- Business Barometer
- Ward meetings



2. PK Offer - Creating a Communication and Engagement Plan

Key Themes :

- increased volunteering and mobilisation of community groups
- strong sense of community with greater connections with neighbours and communities
- provision of support to those most vulnerable
- greater use of technology
- developing wider markets
- more online sales and diversification
- children spending more time with family
- learning in a different environment
- quieter roads and more people walking and cycling
- maintenance of open spaces



2. PK Offer - Creating a Communication and Engagement Plan

Key Issues :

- isolation, loneliness and mental wellbeing
- decrease in household incomes leading to poverty
- communication challenges for some groups
- reduction in social activities
- businesses folding
- increased unemployment
- digital connectivity issues
- missed schooling
- home schooling and caring, work responsibilities



3. PK Offer - Developing our Employee Experience

Response to the pandemic:

- agility, commitment and flexibility
- empowered to adopt a Think Yes approach
- work with minimum supervision
- a focus on the needs of communities



3. PK Offer - Developing our Employee Experience

- less reliance on buildings and embraced digital technology
- Agility and flexibility
- less bureaucracy
- risk positive
- partnership with key community groups
- focus on inequality issues in communities-food poverty, rural transport and social isolation
- work at pace to ensure the timely interventions and support required by communities



3. PK Offer - Our Organisational Development plan

Four key programmes of work :

- Enabling cultural change
- Developing leaders
- Maximising potential
- Nurturing good health & wellbeing

Coaching, resilience, frontline leadership, community capacity building and delivery of the Think Yes!

Community members - training, information, support and learning opportunities to enable effective participation.



4. PK Offer - promoting “Quick Wins” / Successes

- support to vulnerable people
- helped with shopping, gardening and small tasks
- managed their income and kept in touch
- supported children with home schooling
- encouraged children to keep active and healthy
- undertook minor repairs within their home
- dealt with small disputes with neighbours
- Maintained greenspace within their community



4. PK Offer - promoting “Quick Wins” / Successes

- Ward Meetings
- Locality Profiles
- Perth and Kinross Offer web page
- Staff points of view panel
- Volunteering proposal and strategy



5. PK Offer - enhancing our digital engagement platforms

- virtual and digital engagement platforms
- dedicated staff website
- Videos blogs and podcasts
- engagement with communities, residents and businesses
- Social media
- Virtual meetings



PK Offer –Next steps

- Phase 2 – vision and define
- Ongoing communication and engagement
- Delivery of OD plan
- Continue to consider the ongoing financial and resource implication
- Commence a governance review



PK Offer –Next steps – discussion

Phase 2 – vision and define

- How do we work together as a CPP and consider all of the information we have collectively gathered and begin to form our vision and priorities for Perth and Kinross ?

