

Performance Appraisal for Lyn Carpenter, Chief Executive

Objectives and Performance for April 2016 – March 2017

Objectives (SMART = Specific, Measurable, Achievable, Relevant, & Time-bound)	Performance	Rating 1-4 (see below)
<ul style="list-style-type: none"> • Deliver the agreed priorities of the council and represent the council effectively on all external forums to ensure Thurrock's voice is heard strongly and effectively, maximising investment and funding in the borough. 		
<ul style="list-style-type: none"> ▪ Continue to build an understanding of the politics of the borough, establishing the confidence of members and working effectively across political boundaries. <ul style="list-style-type: none"> • <i>Effective communication and engagement mechanisms with members and political stakeholders in place.</i> • <i>Member/officer relations are effective and role boundaries in place.</i> • <i>Effective cross Group working/governance structures.</i> • <i>Positive interface between members and officers</i> 		
<ul style="list-style-type: none"> ▪ Deliver the council's 16/17 budget on target and develop proposals for delivering the 17/18-19/20 budgets in line with council priorities. <ul style="list-style-type: none"> • <i>Delivery of 16/17 budget on target by March 2017.</i> • <i>Council approval of 17/18 budget by February 2017.</i> • <i>Develop and implement a commercial strategy. By October 2017.</i> • <i>Introduce a Transformation Programme approach across the council to drive effective service delivery and increased cost efficiencies. 17/18 budget to be proposed through transformation and not top slicing.</i> 		
<ul style="list-style-type: none"> ▪ Develop effective working relationships with external partners and stakeholders in Thurrock and more widely to support the achievement of the council's ambitions. <ul style="list-style-type: none"> • <i>External partners and stakeholders are engaged and understand/support the council's ambitions.</i> 		

<ul style="list-style-type: none"> • <i>Improved profile and reputation of the council.</i> • <i>Implement a Residents Survey in Autumn 2016 using the feedback to review performance standards, KPI's etc for 17/18.</i> 		
<ul style="list-style-type: none"> ▪ Build on the model of effective leadership of the senior team and the internal operation, demonstrating behaviours that reinforce the values of the council, drives high performance and delivers service outcomes. <ul style="list-style-type: none"> • <i>Display leadership behaviour that demonstrates a good fit with the council, motivates and empowers and creates a positive culture.</i> • <i>Establish high visibility across the council.</i> • <i>Prepare and implement a cross council action plan to address areas for improvement arising from the Staff Survey. Ensure effective engagement of the officer team, You Said, We Did.</i> 		
Mandatory objectives		
Hold a formal PDR for each of my direct reports every six months	Yes	
Undertake at least 15% sampling of the formal PDRs undertaken by my direct reports every six months	Yes	
*Ratings: 1 = Exceeds target 2 = On target performance 3 = Some Improvement Needed 4 = Unacceptable performance		

Signature of Leader & date:	
Signature of Chief Executive & date:	

