



CASE STUDY: Dacorum Borough Council



Members of the Member Development Steering group

'We have created a Member-Led, Member Development training process to support our councillors and enhance their role as Community Champions. We have achieved this through a focussed and enthusiastic cross party MDSG that continues to invest in our councillors and their development.'

Chairman of the MDSG, Councillor Neil Harden

At a glance

- Charter Commitment – July 2009
- Cross-party member steering group led process, known as the Member Development Steering Group, consisting of 6 members led by the Chairman Councillor Neil Harden.
- 12 month action plan based on self-assessment
- Member development policy agreed by all members
- Key initiatives implemented included new induction process, personal development planning process and a member led training programme.
- The training development plan and relevant budgets were monitored by the Member Development Steering Group
- Charter Awarded – 15 December 2010

Benefits for Dacorum:



'Dacorum Borough Council has worked very hard to help councillors develop their skills and knowledge. I would therefore like to congratulate individual councillors and officers who have invested such time and energy in this rewarding process.'

Councillor Andrew Williams Leader of the Council

- 80% of Councillors completed a Personal Development Plan (PDP)
- Training programme developed around PDP to incorporate the most requested training needs:
 - Enhancing skills in Overview & Scrutiny
 - Speech writing and Public Speaking
 - Understanding the Budget Process
 - Spoken Communication and Presentation
- Skills development for community leadership
- Knowledge Sharing and Cross Authority networking

- Committed and enthusiastic Member Development Steering Group
- Cross party working and agreement on training needs
- Dedicated 'How to Become a Councillor' Web Page
- Increased public awareness about the role of the Council and Councillors
- Greater engagement in the Decision Making Process



'Working towards the Charter has meant that we have looked at many different ways of developing Dacorum's councillors, including traditional training. This approach aims to give councillors skills and knowledge to successfully carry out the many and varied roles required of them' *Jim Doyle, Group Manager Democratic Services.*

Who can I contact?

If you want to talk about the challenges and benefits of the Charter programme, please get in touch with us:

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