

Supporting Councils Through

Local Government Reorganisation



INTRODUCTION:

Local Government Organisation (LGR) represents a significant generational shift in how local government is structured in England. Alongside this, the increasing pace of devolution presents a parallel transformation opportunity for the region.

With over 40 years of supporting West Midlands councils, we understand that successful transformation requires more than just structural change – it demands skilled leadership, strategic workforce planning and cultural alignment.

Councils across the West Midlands face a transformation that, while full of potential, brings uncertainty and complexity. The cost of getting LGR wrong can be substantial - delays, legal challenges, and staff turnover all carry significant financial and operational risks, but with the right partner, LGR becomes an opportunity to build stronger, more efficient organisations.

With the emergence of Strategic Authorities and expanded powers for Mayoral Combined Authorities, councils are entering a new governance landscape – one that demands collaboration, clarity and readiness to operate at a different scale.

As the West Midlands deepens its role as a devolved region, WME is uniquely positioned to support this evolution and is ready to be your partner in progress, offering a tailored route map, vital tools, and on the ground support through every phase of reorganisation and devolution.

Our approach aligns with our strategic priorities

-  **Delivering trusted services**
-  **Leading collaboration**
-  **Improving career desirability**
-  **Inspiring innovation**
-  **Representing the region**

This phased plan will help councils navigate LGR with resilience, agility, and a focus on people.

SUPPORTING YOUR LGR JOURNEY



PHASE 1

Preparing for the Journey

Building Readiness and Resilience

As councils prepare for the journey, our role is to ensure you are equipped for the change ahead. The following services are included as part of your **Shareholder Membership** and are **free of charge**:

- ✓ **WME SLT session with your senior team.**
- ✓ **Public Administration Transfer understanding:** legal and practical guidance to avoid risk and ensure continuity.
- ✓ **Access to a LGR community** for sharing information, best practice and approaches via the Basecamp platform with unlimited use for the HR community.
- ✓ **Sub-regional HR expertise** offering facilitated support to councils in readiness for reorganisation.
- ✓ **Partnering with SOLACE (and fully funded by your apprenticeship levy)** to offer your teams the opportunity to undertake a Level 4 Apprenticeship in Project Management or a Level 5 Emerging Leaders Apprenticeship.
- ✓ **A 2-hour workshop facilitated by WME:** designed to provoke thinking and identify key actions and next steps.
- ✓ **Sharing intelligence** and sharing the experiences of previous local government reorganisations.

Strategic Workforce Planning

Building Resilience

Coaching & Mentoring Pool

Working with your senior team

Master Classes

Preparing for the Journey

With investment, WME can provide tailored local support

- **WME's Talent Bank of Associates:**
Providing capacity, covering a full spectrum of roles.
- **Managing Change:**
Change-readiness audits, leadership briefings, and communications planning.
- **Coaching & Mentoring Pool:**
Membership of WME's established pool to support leaders and managers throughout the reorganisation journey.
- **Resilience Building:**
Workshops and tools to build personal and team resilience.
- **Strategic Workforce Planning:**
Data-driven forecasting and talent planning aligned to possible future structures.
- **Masterclasses and Knowledge Shots:**
focused on key topics.
- **Strategic Role Mapping:**
Mapping current roles to future needs, supporting potential redesigns.
- **Reward Strategy Reviews:**
Advisory on harmonisation options, equal pay, and benchmarking.
- **Supporting project planning**
for the transition stage

This phase is all about aligning people, strategy, and culture in anticipation of reorganisation.

PHASE 2

During the Journey

As the reorganisation process begins, councils will need practical, hands-on support to manage complexity and mitigate risk. West Midlands Employers has a powerful reputation for 'getting things done'. The following services are included as part of your **Shareholder Membership** and are **free of charge**:

- ✓ **Working with Trade Unions:** Regional joint council facilitation, consistent messaging, and conflict resolution.
- ✓ **Sub-regional HR expertise** offering facilitated support to councils as they move through reorganisation.
- ✓ **Free access to WMJobs** for posting senior roles in 'transitional' councils with the opportunity to use the platform to promote your council.
- ✓ **Free access to Workforce Priority funded Squiggly Careers material** to encourage employees to explore alternative, non-linear career opportunities.
- ✓ **A structured scoping session with WME and your senior team** designed to help you identify critical action and next steps.
- ✓ **Sharing best practice** from across the region.

Mediation

Working with Trade Unions

Coaching and Mentoring Pool

During the journey

With investment, WME can provide capacity and capability to support your teams

- **Departmental Restructuring Advice:**
PAT, job redesign, and implementation plans.
- **Outplacement Support:**
Practical and emotional support for employees exiting the organisation.
- **Facilitation Skills:**
Training and deployment of skilled facilitators for difficult conversations and decision-making.
- **AI Integration Workshops:**
Exploring how AI could be leveraged within new structures.
- **Squiggly Careers Workshops:**
Empowering employees to see the opportunity in career paths that aren't linear.
- **Organisational Design Consultancy:**
Scenario modelling, departmental design, and structural advice.
- **Human Elements of Change:**
Supporting psychological safety, engagement, and wellbeing.
- **Mediation services.**
Managing conflict in an organisational setting and helping to resolve problems and grievances.

Here, we offer clarity and steady hands as you reconfigure services, teams, and governance.

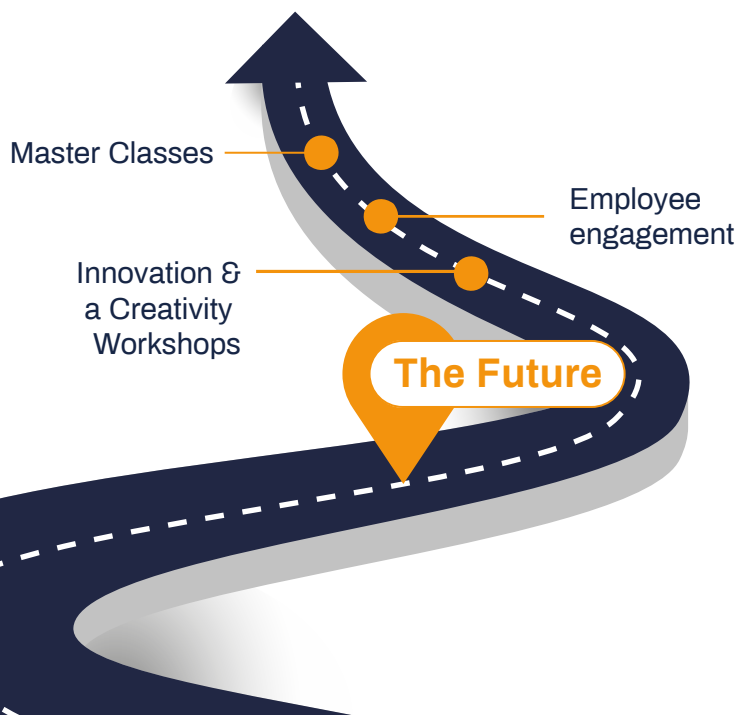
PHASE 3

The Future

Embedding New Ways of Working from Day One

Following Vesting Day, councils must focus on cohesion, culture, and unlocking innovation

As a Shareholder Member, West Midlands Employers will provide 5 days of Director and Principal Consultant support to senior leadership teams for all newly created authorities, providing practical practical help at a critical time.



With investment, WME can work alongside your teams to ensure momentum is maintained by providing expert guidance.

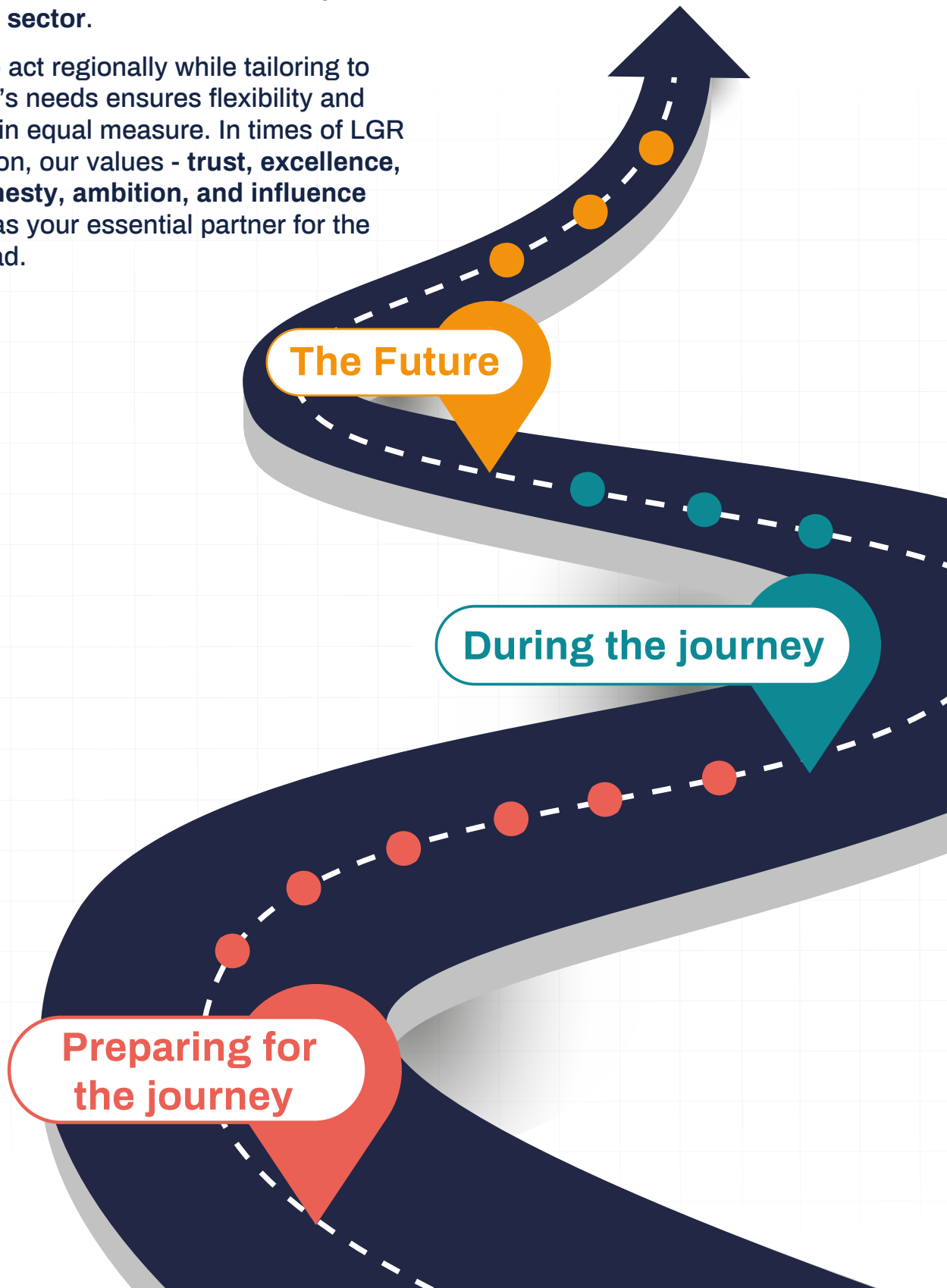
- Innovation & Creativity Workshops:**
Exploring new ways of working post-restructure.
- Harmonising Terms & Conditions:**
Legal, fair, and sustainable frameworks for the new organisation.
- Employee Engagement Measurement:**
Surveys and analysis to understand staff sentiment and address any concerns.
- Culture and Values Alignment:**
Co-creating new organisational identities that respect legacy while looking ahead.
- Regional Onboarding Approaches:**
Shared systems to embed consistency and pride in local government careers.
- Subsidised access to the Member Charter.**
- WME's suite of shared services**

This phase ensures councils integrate people, process, and purpose.

Our Role as Your Partner in Progress

WME doesn't just support councils during change - we help shape a **resilient, future-ready local government sector**.

Our ability to act regionally while tailoring to each council's needs ensures flexibility and consistency in equal measure. In times of LGR and devolution, our values - **trust, excellence, respect, honesty, ambition, and influence** - anchor us as your essential partner for the journey ahead.






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