How we are re-motivating staff to tap into the rich vein of creativity in the public sector

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Epic CIC - brief overview

- 160+ staff spread over several sites
- Integrated/multi-agency service
- Deliver wide range of youth support programmes
- Well regarded and high achieving
- But...very reliant on central/local government funding
That’s not a good place to be in 2011!!
So we decided to go alone...
We want to create fundamental change..

Culture of Innovation

Public Sector Ethos

Enterprise Dynamic
Quite a lot of our people think like this.......
Plus some for whom there is no glass...!!
No easy task....

“Culture eats strategy for breakfast”

att. Peter Drucker
So what are we doing?
…recruiting for attitude
Pre-approval

- Name
- Logo
- Constitution
- Partner’s Handbook
- Appraisal System

.........all created with pre-approval
Progress report
Create the environment and unleash talent...
Contact Epic

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