

TrentTV

Announcement Slide Pack

December 2010



Three Key Phases Moving Forward



Stabilise

- Communication
- Leadership, direction and support
- Give clear understanding of the next steps



Energise




- Focus on the future with all staff understanding the vision
- Anchor the change
- Provide clear objectives and targets



Operationalise

- Business Model Governance in place (SLA's, Reporting etc)
- Strategic initiatives in progress
- New teams fully operational

Timing

DEC 10	JAN 11	FEB 11	MAR 11	APR 11	MAY 11	JUNE 11
 Stabilise		 Energise		 Operationalise		
<ul style="list-style-type: none"> • Contract positions and higher duties to fill gaps where required. • Permanent recruitment • Budgets re-cut to new model. • ELT agreement of High Level SLA's, recharge model & Governance. • New employment contracts. • Communicate start of Distribution operating model implementation. • Team rebuilding workshops. • New BU names used in all BAU communications. • High Level road map to staff of next year. 		<ul style="list-style-type: none"> • New project name • Teams seated together. • New recruits inducted . • Short term 6 month KRA's to 30/6 in place for all staff. • ELT agreement and communication of Group Vision, Business Unit goals and prioritised strategic initiatives. • Board Strategy Workshop. • Distribution initiatives underway. • SLA's communicated to all Business Units. • New BU processes agreed 		<ul style="list-style-type: none"> • Governance frameworks in full operation including monitoring and reporting. • Balanced Scorecard Developed for 2011. • ELT & Middle Management Strategy offsite to embed the model with new recruits. • 2011 KRA's in place for all staff linked to Strategy. • New Distribution and Protection GM's started. • Agreed business cases for all 2011 Strategic Initiatives. • Protection Structure in place 		

“Go 7” in 2011

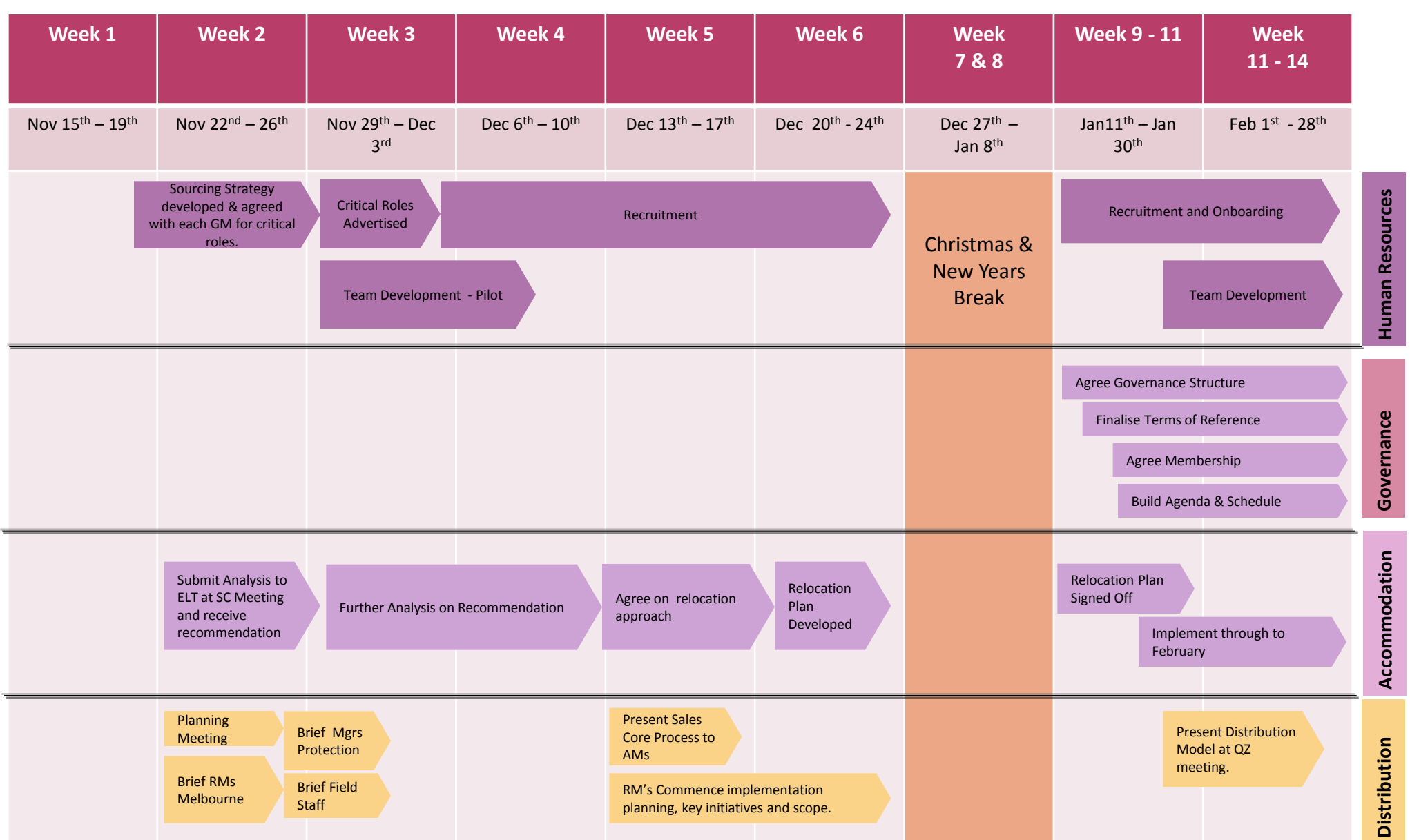
7 new business units work together
as Capricorn



Go 7 – Project Streams and ELT ownership

Go 7 Project Streams	ELT Stream Owner	Stream Lead
Human Resources	Greg Holland	Mike Fullgrabe
Accommodation of Staff	Jason Frost	Lia Hilton
Distribution Structure Implementation	David Fraser	Angelo Tomassone
Finance (Budget, Recharge Model)	Greg Leguier	Prasheel Shah
Service Level Agreements	Greg Holland	Prasheel Shah
Governance	Brad Gannon	Prasheel Shah
Benefits Realisation (Includes Group Strategy Annual Planning Process)	Jason Frost	Jason Frost

Short Term Plan – Draft for Discussion with ELT



Short Term Plan – Draft for Discussion with ELT

