

Change Management Board



Purpose

The Change Management Board serves as the strategic oversight and decision-making body for organisational change initiatives. It ensures that projects and programmes are aligned with strategic priorities, deliver measurable benefits, and are governed effectively across their lifecycle.

Strategic Oversight and Prioritisation

- Reviews the organisational change portfolio to assess alignment with long-term goals.
- Uses tools like the Portfolio Dashboard and Impact Assessment to guide prioritisation.

Project Governance and Scrutiny

- Evaluates project status, risks, issues, and resource needs.
- Focuses on projects not progressing as planned and determines corrective actions.

Benefits Realisation Management

- Tracks whether expected benefits are being achieved during and after project delivery.
- Integrates benefits dashboards and case studies into reporting.
- Reviews and approves change requests affecting scope, timeline, or budget.
- Makes critical decisions on project direction and resource allocation.

Escalation and Strategic Direction

- Receives escalations from Programme Boards and provides strategic guidance.
- Ensures alignment with organisational standards and strategy.

Continuous Improvement and Lessons Learned

- Promotes organisational learning through post-project reviews and best practice sharing.

- ➔ Provide a safe, effective and resilient response to local and national emergencies.
- ➔ Focus our activities on reducing risk and vulnerability.
- ➔ Enhance the health, safety, and well-being of our people.
- ➔ Prioritise a people first mindset through ethical and professional leadership and management.
- ➔ Work with partners and communities to deliver our services.
- ➔ Use resources in an innovative, sustainable, and efficient manner to maximise value for money.
- ➔ Further develop a culture of excellence, equality, learning, and inclusion.

Membership

Chief Fire Officer- John Roberts
Assistant Chief Fire Officer – Nick Smith
Director of People and Culture – Sonia Pawson
Director of Finance and Procurement – Alison Wood
Director of Corporate Services – Martin McCarthy
Head of Corporate Services- Alison Davey
Head of Procurement – Kim Larter
AM Service Support – Toby May
AM Service Delivery – Scott Donegan
AM Operations Support – Dave Teggart
Head of Transport and Logistics – Glynn Richardson
Head of OHSU – Mark Dixon
Head of DDAT – Nick Butterworth
Head of Corporate Comms – Lucy Price
Head of HR – Joanne Hardcastle
Head of Estates – Dean Richardson
Head of OD – Ian Stone