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**EXTRACT OF MINUTE OF ORGANISATIONAL DEVELOPMENT POLICY AND  
PERFORMANCE GROUP 23 MARCH 2009**

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**2. PROCESS FOR CHANGE**

Following completion of the High Level Design stage of Process for Change the Council, at its meeting on 5 March 2009, considered recommendations in respect of the 7 Opportunity Themes and agreed to refer these, with the exception of the recommendation relating to the Property Theme, to the Organisational Development PPG for further consideration and to report back to the Council Executive on 16 April 2009.

A further report which included a summary of all the questions raised and answers given at the Council Business Day on 24 February and the Council meeting on 5 March 2009 was also considered.

**Decision**

Following clarification on a number of issues the PPG agreed:-

1. To refer recommendations 2.1, 2.2, 2.3, 2.4, 2.5, 2.7 and 2.8, contained within the report, which was before the Council on 5 March 2009, to the Executive for approval, noting that recommendation 2.8 would be reworded to make it clear that the "scope for further co-operation" referred to cooperation with Highland, Dumfries and Galloway and Moray Councils which may be undertaken during the Detailed Design stage of the project and did not refer to cooperation with these Councils in respect of shared services in the future;
2. To hold a workshop on 1 April 2009 to draw up a list of Recognition Events that the PPG would refer to for monitoring the Change Management Theme; and
3. To advise the Executive that the PPG would continue to monitor progress with the Detailed Design stage of Process for Change through a series of meetings up until December 2009.

(Reference: Reports by Director of Corporate Services dated 24 February 2009 and 20 March 2009, submitted)