

North East Tri-Sector Challenge 2022



Challenge Information

The country of Boroland is a former British Overseas Territory planted somewhere in the Atlantic Ocean. The country is split into 24 counties with each area having its own unitary authority, fire service, police service, Police Fire and Crime Commissioner, NHS trust, a housing association and a major charity.

Each of these organisations have had their senior management leadership team removed by the government due to poor performance and the Challenge saw the arrival of a group of new senior leaders who were seconded in from the UK to help sort the mess out.

Participating teams stepped up to become saviours and attempted to rescue their organisations and Boroland from the brink of disaster.

Benefits of entering teams included:

- An opportunity to collaborate with and create lasting bounds with colleagues from across sectors and services
- A rare opportunity to develop political acumen by working alongside real life elected officials in a highly pressurised environment
- Exposure to tasks and situations that senior managers face daily and some that luckily only occur occasionally
- An opportunity to put analytical and problem solving skills and tools to the test
- Exposure to intense time management constraints
- An opportunity to develop resilience to rapidly changing priorities, demands and timescales
- An opportunity to win the Challenge and be crowned as Tri-Sector Challenge Champions

Facilitators

Richard Wills Training Associates (RWTA) Ltd are the creators of the Tri-Sector Challenge. They work in partnership with regional bodies to deliver the event. The business is owned by Richard Wills, a former local government officer who created and ran the LA Challenge on behalf of a local authority owned training company. Richard left the sector in 2020 to launch RWTA.



Teams

Organisations below nominated teams to this event:

- Durham and Darlington Fire and Rescue Authority (1 team)
- Durham CC (1 team)
- Home Group Housing Association (2 teams)
- Middlesbrough Council (1 team)
- NEPO (1 team)
- Newcastle City Council (3 teams)
- Northumberland CC (2 teams)
- South Tyneside Council (2 teams)
- Stockton-on-Tees Borough Council (1 team)
- Your Homes Newcastle (2 teams)

Quotes

Alizon Carr, Interim Service Manager – HR Operations, Newcastle City Council

Being a role player perfects the art of winging it by undertaking many different roles on the day. It's fast paced, it's exciting to be part of and it's rewarding to see the teams respond to the change in direction your interaction may prompt. A good development opportunity for the role player as well as the gameplayer.

Ann McCoy (Cllr), Chair of NEREO and Stockton-on-Tees Borough Council Councillor

Being the Overlord to 2 teams was challenging, thought provoking but worthwhile. Observing how the teams tackled and resolved the scenario they were given demonstrated the importance and value of good leadership and teamwork. A long but very worthwhile and rewarding day

Francis Saukila, NGDP Trainee Advisor (Public Affairs and Communications), LGA

Being a role player was very intense, but exciting. Knowing that a team's success could be impacted by your 'performance' added a bit of pressure. However, as the day progressed, I got into the different characters more and found that improvising opportunities added a fun element to the role. Equally, the day offered an excellent opportunity to interact with colleagues from other sectors, allowing me to build new connections I hope to utilise. Rich and the team did a fantastic job organising the event, and I look forward to participating again when the opportunity arises.

James Corrigan, Council HR and Governance Support, NEREO Associate

It was really interesting to observe first-hand how different groups deal with the many challenges thrown their way. It was clear that all teams enjoyed the day and grew in confidence as they moved through the process. Well worth an entry to challenge your team.



Joanne Fanning, former NEREO Associate

Thank you for letting me come along to the event, I love it! I like how it starts with all that nervous energy and anticipation that's been building from the initial briefing. Then bang, we're into a frenzy of last minute prep, winging it and writing up until the clock stops. And that's just the Facilitators!

I'm sure the teams get the same buzz and learn something about themselves as well. I think the introduction of tablet technology was inevitable and actually improved the assessment in some ways once I got connected and used to it. And, of course, it saves all that paper waste too.

Ken Dunbar, Director, Engage-n-Change and Commercial and Governance Advisor, City of London Corporation

A day as a role player is nearly as exhausting as taking part as a Tri-Sector challenge team player, but it is rewarding and you learn a lot. All those teams I met during the day are, without doubt, a real asset to the region. There were some true shining stars who showed a natural aptitude for leadership and nurturing great teams. The North East is blessed to have such talent.

Liz Pattinson, Durham Learn, Durham County Council

Acting as a Facilitator for the Tri-Sector Challenge required me to undertake a number of roles throughout the day ranging from a HR representative to an energy consultant. The case studies aimed to challenge the teams and determine how they managed the various issues that can occur as a member of a senior management team.

I have to say, the experience for me was really interesting and being able to interact with a wide range of teams from different sectors was really enjoyable. Great camaraderie between everyone who were acting in the various roles and a great opportunity to network with people that you wouldn't normally have the opportunity to do so. A really good day and I would recommend anyone who has the chance to participate, to do so.

Margaret Waggott, Assistant Director, Stockton-on-Tees Borough Council

It was a pleasure to be able to support this year's Tri Sector challenge. Great to see so much talent, all participants eager to learn and what better way to do that than to take part in the Tri-Sector Challenge. A non-stop day filled with challenges and opportunities plus a personalised development plan at the end of it. Congratulations to all who took part.

Mel Thomas, Mel Thomas & Associates, NEREO Associate

On the morning of the event I awoke asking myself "what I had let myself in for, a day role playing?" By the end of the day, I was asking myself just the opposite, "what if I'd missed this fantastic opportunity." The Public Sector, even by its own standards, is facing a period of unprecedented change! The quality of current/potential leaders on display at the Tri-Sector Challenge was exceptional and if these are the people charged with managing this change then we are in great hands.



Steven Sinclair, Head of Procurement, NEPO

It's great to be involved in a day that brings together so many strands of senior leadership into one package. As someone who was able to facilitate the day, it was great to see the value that everyone involved gains and the strength this experience will give for participants' future professional lives. A very good use of time and I would be pleased to support future events.

Award Winners and Highly Commended

Winners and Highly Commended were:

Overall Winner/Team	Maryport (Newcastle City Council Team 3)
Highly Commended	Caldy (Stockton Council) Durness (Home Group Team 1) Ganton (Your Homes Newcastle Team 1) Newbiggin (Your Homes Newcastle Team 2)
Communications Award	Ganton (Your Homes Newcastle Team 1)
Highly Commended	Hopeman (NEPO) Maryport (Newcastle City Council Team 3)
Behaviours Award	Maryport (Newcastle City Council Team 3)
Highly Commended	Durness (Homegroup Team 1) Newbiggin (Your Homes Newcastle Team 2)
Leadership Award	Durness (Home Group Team 1)
Highly Commended	Castlerock (South Tyneside Council Team 1) Hayling (South Tyneside Council Team 2) Maryport (Newcastle City Council Team 3)
Shining Star Award	Julie Burrows, Northumberland CC Team 1 (Fairhaven)
Highly Commended	Devon Lawton, Brighouse (Durham & Darlington FRS) Ian Coxon, Caldly (Stockton Council) Jodie Henderson, Littlestone (Durham CC) Simon Hanson, Hopeman (NEPO)











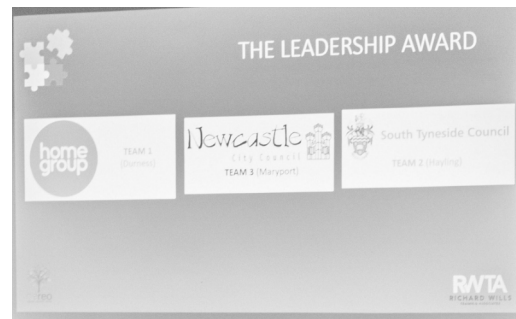
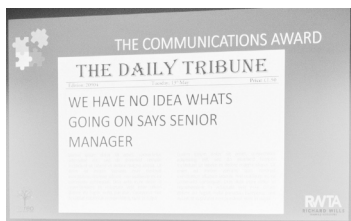
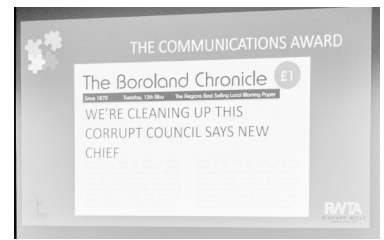
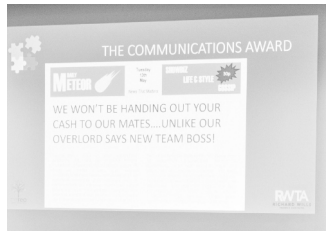
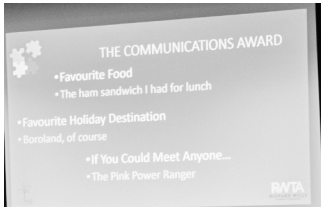




nereo
support develop advise



And the winners are...



And the winners are...



And the winners are...



The 2023 Challenge will be held on Thursday 9th November 2023, at Durham County Cricket Club, Chester-le-Street. Further information will be provided when available.

For further information, email Maureen O'Keefe—mokeefe@nereo.gov.uk

Advertise your vacancies with us on the North East's best public sector jobs site



www.northeastjobs.org.uk