

## Sandwell Metropolitan Borough Council

### Action To Be Taken Under Delegated Powers Exemption from Procurement and Contract Procedure Rules

#### Direct Purchase of Franklin Covey All Access Pass License

##### 1. Summary Statement

- 1.1. An exemption from the Councils Procurement and Contract Procedure rules is being sought for the continued use of the Franklin Covey All Access Pass License. A sourcing exercise cannot be undertaken to obtain a minimum of 3 quotes, as this product is owned and licensed by Franklin Covey and the Council would be unable to purchase it from elsewhere.
- 1.2. During 2014 the Council went out to the market and entered into an agreement with Franklin Covey to deliver The 7 Habits of Highly Effective People training programme to officers across Sandwell Council.
- 1.3. 7 Habits was the chosen method of development to provide first line managers with a practical, skills based approach to self-awareness, motivating others and managing daily challenges. The programme was designed to ensure that individuals had effective personal leadership skills to ensure higher levels of productivity across the business. The programme aims to keep employees motivated and committed to delivering consistently high standards. To date 172 managers have received training relating to this effectiveness model.
- 1.4. To support the delivery of the original 7 Habits, programme All Access Pass will enable Learning and Development to build capacity to deliver the 7 Habits programme internally. It will also provide the capability to create new learning pathways to address a number of training requirements across the organisation. The license will be available for a 12-month period from the date of procurement and will enable us to develop an unlimited number of delegates during this time. The All Access Pass will ensure that internal delivery of the programme is

sustainable which in turn will reduce the costs of each cohort by a minimum of £4000.

- 1.5. The Procurement Services Manager has been consulted and agrees that the most appropriate route to procure the services required is directly from Franklin Covey via exemption.
- 1.6. In accordance with the Council's Procurement and Contract Procedure Rules (Rule 15), an exemption from any Rule may be endorsed by the most senior Chief Officer, independent from the initial decision making process, confirming the Chief Officer is satisfied that the exemption is justified by special circumstances. The report must be approved by the Councils Section 151 Officer and the Cabinet Member for Core Resources.

## **2 Recommendation**

- 2.1 That the Interim Director of Resources approves the expenditure in the sum of £16,500 to Franklin Covey for the direct purchase of an All Access Pass License to enable ongoing delivery of the Seven Habits of Highly Effective People training across the organisation along with the ability to create further learning pathways to meet emerging training needs.
- 2.2 That any necessary exemptions be made to the Council's Procurement & Contract Procedure Rules to enable the course of action referred to in 2.1 above to proceed.

In accordance with the Council's Procurement and Contract Procedure Rules, I intend to take the action(s) recommended above.



Darren Carter  
Interim Director of Resources

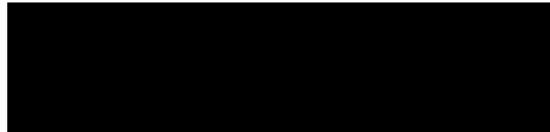
Date: 23-3-2017

I ~~do~~/do not have an interest to declare in this matter

Cllr. Trow  
Cabinet Member for Core Council Services

Date: 23 March 2017

I ~~do~~/do not have an interest to declare in this matter



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### **3 Procurement Implications**

- 3.1 This exemption is required as the Councils Procurement and Contract Procurement Rules (Rule 8) cannot be met. This rule requires the opportunity to be advertised via the Councils E-tendering portal, Intend, so that a minimum of 3 quotations can be obtained. However, the Council has been using The 7 Habits of Highly Effective People as a tool for development for 2 years and would like to continue to do so to ensure consistency of delivery of this high quality training programme.

### **4 Legal and Statutory Implications**

- 4.1 There are no legal or Statutory Implications relating to the approval of this exemption report.

### **5 Background Details**

- 5.1 The vision for the original programme was born out of a need to help managers, as well as individuals to gain the skills required to fill business-critical positions, either in the short- or the long term.
- 5.2 With a focus on budget reductions it has been necessary to create a learning environment where there are few external dependencies related to delivering high quality learning interventions.
- 5.3 By providing high quality learning interventions employees will see that the council are investing in their future, which will improve their morale and motivation to succeed.
- 5.4 The initial 7 Habits of Highly Effective People training was delivered by a programme of classroom training based around the 7 Habits. The All Access pass will enable us to continue the delivery of this high quality programme with a number of delivery options. We will also be able to increase the development offering and create further learning pathways to incorporate the following topics:
- The 7 Habits for Managers
  - The 7 Habits Leader Implementation
  - Leading at the Speed of Trust
  - Presentation Advantage
  - Meeting advantage
  - Leadership Modular Series
  - Building Business Acumen

6 **Source Documents**

None

