

Sandwell Metropolitan Borough Council

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

Direct Purchase of Optimal Motivation Training

1. Summary Statement

- 1.1. An exemption from the Councils Procurement and Contract Procedure rules is being sought for the direct purchase of Optimal Motivation Training without a procurement exercise taking place to obtain a minimum of 3 quotes as materials are owned and licensed by Ken Blanchard Companies, we would be unable to purchase from elsewhere.
- 1.2. During this financial year it has been recognised that in continuing times of austerity leaders and managers across the council would benefit from learning interventions aimed at helping them to boost productivity which would support teams and individuals to do "more with less" by tapping into employees' discretionary effort. With this in mind Learning and Development have researched the most appropriate learning interventions to meet this brief to enable us to deliver a training programme to officers across Sandwell Council.
- 1.3. Research shows that Optimally Motivated Employees are three times more satisfied with their jobs, deliver 31 percent higher productivity, three times more creative on the job, ten times more engaged by their jobs. Optimal Motivation learning interventions will increase the skills of leaders at all levels to enable them to create a workplace where people flourish through high-quality motivation. When leaders shift their focus from getting results to creating a workplace where people thrive, they get higher productivity, sustained performance, and the results they seek. When people flourish, so does the organisation.
- 1.4. Optimal Motivation can fuel employee work passion and enrich the organisational culture. It is proven to create greater employee engagement, increase productivity and innovation

through a more engaged workforce and retain employees who readily endorse the organization's efforts.

- 1.5. The Procurement Services Manager has been consulted and agrees that the most appropriate route to procure the services required is directly from Ken Blanchard Companies 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

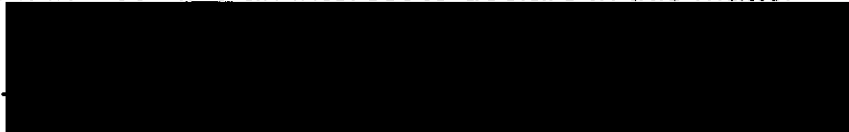
- 2.1 That the Interim Section 151 Officer approves the expenditure in the sum of £20080.00 to Ken Blanchard Companies for the direct purchase of four facilitator kits and one hundred participant packs to support internal delivery of the Optimal Motivation training programme to leaders and managers across the organisation.
- 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
Executive Director of Resources

Date: 30-3-2017

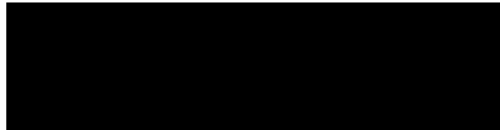
I ~~do~~/do not have an interest to declare in this matter



Cllr. Trow
Cabinet Member for Core Council Services

Date: 30 MARCH 2017

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



Contact Officers

Sarah Cash
HRD Business Partner Learning and Development
0121 569 4434

Carol Wintle
Category Manager
0121 569 2817

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, Learning and Development have identified Optimal Motivation as a tool for development to support the Council in continuing to deliver excellent services to the people of Sandwell by increasing the productivity of teams and individuals.

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 programme was born out of a need to help leaders and managers, to do “more with less” either in the short- or the long term. Optimal Motivation will help leaders to increase the productivity of their team members during times of ongoing budget reductions, which can in turn impact the resource available to do the job.
- 5.2 Participants will be equipped with skills and tools to help them use what they learned during the session, for themselves and with others, once they’re back on the job. The intervention focuses on the following learning outcomes:
- Identify and distinguish the six Motivational Outlooks in the Spectrum of Motivation
 - Understand how the qualities of autonomy, relatedness, and competence impact a person’s sense of well-being, energy, and vitality
 - Gain three skills for activating Optimal Motivation: identify a current motivational outlook, shift to or maintain an optimal motivational outlook, and reflect on the shift
 - Learn how to apply the three skills to activate Optimal Motivation with others

6 Source Documents

None