



# Co-operative Councils

## Innovation Network

### EDUCATION & TRAINING



## Peopletoo working with the London Borough of Hammersmith & Fulham

### Strategic Delivery Partner

The London Borough of Hammersmith & Fulham had a challenging combination of an ambitious political manifesto to implement and significant savings to deliver and we worked with them as their Strategic Delivery Partner.

The council saw investing in the commercial capabilities of its workforce as an opportunity to do both – developing the skills and acumen needed to identify savings and income opportunities and more effectively manage the organisation’s existing commercial spend.

The council commissioned an in-house version of our Commercial Academy programme for an initial cohort of 100 staff, developing their skills around:

- Commercial acumen market analysis
- Financial acumen
- Costing and pricing
- Business case development and social value
- Identifying waste

This was delivered over five day-long sessions with a mix of taught content and interactive workshops.

Staff not only learned new skills but identified opportunities and generated ideas during the sessions, which were followed up through 1:1s with the senior leadership team sponsors and action learning sets.

This was supported by a train-the-trainer approach, allowing the organisation to roll out the programme more widely and continue to develop its commercial acumen, without ongoing reliance on third party trainers and consultants. Officers were able to ensure greater scrutiny over third party contracts and ensure social value commitments were monitored and being implemented.

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