



How we are re-motivating staff to tap into the rich vein of creativity in the public sector

Brendan O'Keefe
Managing Director
Epic CiC

Epic CIC - brief overview

- 160+ staff spread over several sites
- Integrated/multi-agency service
- Deliver wide range of youth support programmes
- Well regarded and high achieving
- But...very reliant on central/local government funding



That's not a good place to be in 2011!!

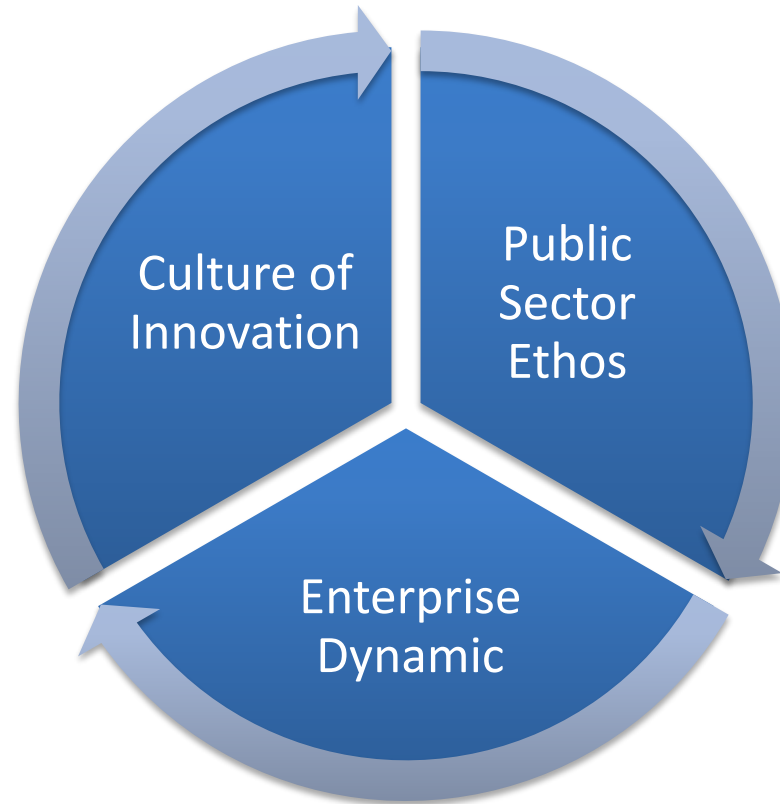


Encouraging potential inspiring change

So we decided to go alone...



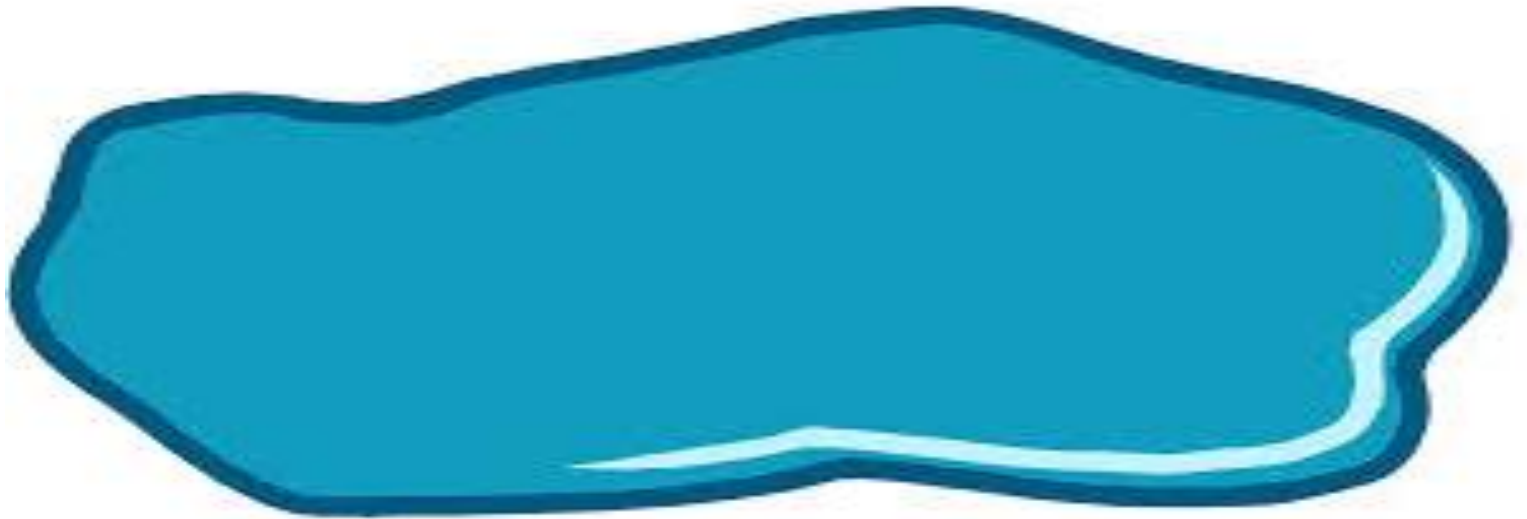
We want to create fundamental change..



Quite a lot of our people think like this.....



Plus some for whom there is no
glass...!!



No easy task....

“Culture eats strategy for breakfast”

att. Peter Drucker



Encouraging potential inspiring change

So what are we doing? ...recruiting for attitude



Pre-approval

- Name
 - Logo
 - Constitution
 - Partner's Handbook
 - Appraisal System
-all created with pre-approval



Progress report



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brendan.o'keefe@epiccic.org.uk