Cultural change email

From: Barbra Johansson

To: Blake Simpson

Date: 5 December 2023

Subject: Combining two cultures

Dear Blake,

One of the elements of the merger programme with Northbank Technical that I am responsible for is the creation of a single finance team and a single operating model for financial management in Headstart Academy. Being aware of the reticence of NTS staff in general about this proposal, and having received a somewhat frosty reception when I visited NTS's finance team, I'm concerned that we manage this aspect of the merger particularly carefully.

From what you know about how the two schools currently operate, and the various tools and frameworks you learned about in your CIPFA studies, please prepare for me a briefing paper outlining a plan for managing the cultural change that is required. In short:

- Where are we now?
- Where do we want to be?
- How do we get there?

Thanks,

Barbra.