



PROJECT TRACKS PROGRESS: November 2019

Track	Scope	Timing	Status
Track One: Integrate Education & Invest	Education Integration	Complete by end December 2019	Creation of a joint task force. Two Meetings in Sept/Oct. Focus on new role & JD – recruiting new role now. Fact Base – shared Opportunities / Growth to be defined
Track Two: Global Institute for Global Profession	Institute Values, behaviours & organisation	Review of current by end December 2019 Programme for change to follow	Need to start
Track Three: Creating the leading Global Institute	Competitive Pathway	Creation of a base document with limited scope to feed into other tracks – By end October 19	Opening document to be concluded
Track Four: Global Leadership	Governance Join Up	Immediate action plan to enable changes by end December 2019. Longer term charity integration plan	International Trustee changes approved President Elect & Hon Solicitor vacancies UK focusing on changes to Board in Q1 / Q2
Track Five: One Brand One Identity	Brand & Marketing	First Half 2020	2020 start
Track Six: Bringing the Finances Together	One set of numbers, one financial process & team	Second Quarter 2020	2020 start
Track Seven: Global Methods & Behaviours	Diversity	Second Quarter 2020	2020 start
Track Eight: International acceptance of Join Up	Communications & Consultation with members globally	Continuous process	International communications begun. Not sent to UK members
Track Nine: Reflect Changing dynamics in our membership needs	Opening up the global membership opportunities	Second Half 2020	2020 start



Key Discussion areas:

1. UK focus on current agenda is having to take short term precedence over Join Up in resource and timing – Brexit readiness education for members , IT priorities, Governance and Charity changes. Focus is on integrating activities in line with new financial year 2020/21 starting in October 2020. Education resource is best managed through International PAYE in the interim to avoid payment of VAT on recharge of costs.
2. Institute Values, Behaviour & Organisation. Definite difference in HR approach on appointment processes, working from home, flexible working and pay rates. Not necessarily resolvable between SG & CEO and will need drive to decisions to complete the education join up organisation. Plan needs to ensure that expertise and contacts are maintained (potentially via handover) and that resources are not duplicated but enhanced to widen scope.
3. Institute Values, Behaviour & Organisation. Two very different faces of the organisation in brand, message and approach that needs to be opened up in a non threatening way – should we seek independent facilitation of this area to help us get started?
4. Resource to complete detailed analysis work in Education Track is not available from UK or International – building factbase and creating growth projects in education is limited by this.
5. Communication to the UK membership not seen as critical at this point in time, partly as a result of priorities but primarily as UK members will not be fully aware of the current structure. This has been communicated fully to the UK Board and to UK members as part of the Convention feedback. There is no UK Council but this has been communicated to RAG (representatives Advisory Group). There has also been communication to members via FOCUS following the Convention in June advising of the plan for integration. Wider communication should be at the time we have finalised plans, actions and timelines.