



Making the waiting time count

LGR Workshop Series | Readiness | Confidence | System alignment



LGR: what comes next?

Submitting a Local Government Reorganisation business case is a milestone and the start of an equally important next phase. The period before ministerial decision is not a pause. It is where political confidence either holds or quietly starts to erode, where dependencies begin accumulating without anyone tracking them, and where the decisions made or deferred will shape how smoothly transition unfolds.

Most support at this stage is either too early or too generic. The **'What Comes Next'** workshop series is designed for the specific position you are in now: business case submitted, decision pending, leadership under pressure to project confidence that does not yet have a clear foundation.

Each session is built around your actual readiness position not a generic LGR template. Short, guided input from practitioners who have been through it is combined with practical exercises on your real issues. The outputs feed directly into transition planning without pre-empting delivery decisions or the ministerial outcome.

Each is practical, purposeful, and focused on delivery readiness not another webinar or policy seminar.

Why this matters now

These workshops bridge the space between proposal and implementation the phase most council's underestimate. The period between submission and ministerial decision is where momentum stalls, political confidence fragments, and dependencies start accumulating invisibly.

Officers and Members who were aligned during the business case process often drift once the immediate pressure lifts. System partners step back. The sense of collective direction that carried you through submission can dissipate precisely when you need it to hold.

In some systems, the relationships that need to hold through transition are already under strain. Political differences, historic tensions, or resource pressures do not disappear when a business case is submitted. Sometimes the most useful thing is a space where honest conversation is possible with someone who has no stake in a particular outcome, and every interest in the system moving forward.

RedQuadrant works across this period as an independent convenor bringing Chief Executives, Directors, Members, and statutory partners together around shared readiness rather than competing agendas. Our facilitators have held senior leadership roles in and around local government through previous waves of re-organisation. They know what this phase feels like from the inside, and they bring that directly into the room.

When the ministerial decision comes, your system will be confident, connected, and ready to move.

The workshop series at a glance

Session	Purpose	Why this session	You'll leave with...
Starting well: shared leadership after submission	Re-establish shared leadership and purpose after business-case submission.	For systems where the submission process has pulled people in different directions and collective purpose needs to be re-established before the next phase begins.	A System Roadmap and Leadership Charter with agreed milestones and principles.
1. Officers & Executive Leaders	Map readiness and dependencies; agree immediate actions, leads, and timelines.	For leadership teams carrying dependencies and risks that are visible to individuals but have not yet been mapped across the system as a whole.	A Readiness Heatmap and Top 10 priorities with clear ownership.
2. Elected Members	Support Members to maintain public confidence and oversight through transition.	For Members who supported the business case but have not yet been given a clear picture of what comes next and what their role is through transition.	A Shared Communications Brief and Outline Governance Timeline.
3. Partners & System Leaders (optional)	Align assurance and continuity messages with key statutory and system partners.	For systems where statutory partners and key organisations need a shared view of continuity and assurance before the ministerial decision arrives.	A Joint Assurance Summary and Coordination Grid.
4. Communities & VCSE (optional)	Engage local partners to sustain trust and continuity during change.	For councils where local trust and partner relationships need to be actively maintained through the uncertainty of the pre-decision period.	A Light Engagement Plan and Next Step Commitments.

How it works

- Practical, fast paced, and focused on doing. Each session identifies what's ready, what's missing, and what must be true for you to be safe and legal on Day One.
- Half day, in person sessions facilitated by two deeply experienced RedQuadrant leads.
- Although designed for in-person, virtual delivery is available where required by geography or pace.
- Outputs feed directly into the LGR Hub's Readiness Stage, supporting transition planning without pre-empting decisions or delivery models.

Let's start a conversation

The period between submission and decision is rarely as still as it looks. Most Chief Executives we speak to at this stage know what needs to happen they're weighing up when to start and how much to commit before the ministerial decision is confirmed.

If it would be helpful, we'd welcome a conversation about where you are now and what would genuinely strengthen your position in the next phase. We'll be open about what would add confidence and what wouldn't. If what you need is something we can't provide, we'll say so.

Whether you are moving at pace or simply testing options, you'll leave the conversation clearer not with a proposal, but with a sharper sense of the decisions that matter most, the risks that need active attention, and where support would genuinely help.

Get in touch

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