

The diagram illustrates a transition process with the following stages and timeline:

- VISION** (Start)
- Pre-Transition Period** (April 10 to May 2011)
- PLAN** (Start of Transition Period)
- Transition Period** (May 2011 to May 2011)
- EXECUTE** (Start of Post-Transition Period)
- Post-Transition Period** (May 2011 to May 2011)
- REVIEW** (End)

Local Government Finance Bill				Local Government Reorganisation Bill				Boundary Commission Report				Statutory Transition Committees																									
PREPARATION AND AWARENESS RAISING																																					
▪ Understanding and managing organisational change																																					
												▪ Organisational development																									
▪ Strategic planning																																					
												FUNDING MILESTONE	▪ HR issues- including vacancy control, TUPE and recruitment and selection for Chief Executives and other senior posts																								
													▪ Performance management																								
													▪ Governance arrangements																								
													▪ Service delivery / planning																								
													▪ Financial planning / standing orders																								
													▪ Legal issues																								
													▪ Community planning																								
▪ Employee engagement and communication																																					
													▪ Media training																								
													▪ Managing opposition																								
DEVELOPMENTAL WORK (FRAMEWORKS)																																					
													▪ Northern Ireland political skills framework																								
													▪ Elected member charter including clarification of job descriptions																								
													▪ Succession planning framework																								
													▪ Leadership framework for officers																								
													▪ Strategic and business planning framework																								
													▪ Organisational Development Framework																								
													▪ Strategic HR framework (including HR strategy and workforce development plan)																								