Management Accountability Levels (DMA) and Kent Manager Priorities

Management Accountability Level (DMA)

Kent Manager Priorities

Employee Engagement

Level 1
Staff

At this level the Kent Manager Standard is used as a benchmark to aspire to and sets out a clear route into management

Level 1
Team Manager / Supervisor
(typically KR9-11)

Keywords:
- Manage
- Deliver

Kent Manager Priorities:
- Accountable
- Prioritise and act
- Enable change

Priorities x 12

Engagement
- Value staff
- Manage staff performance
- Team meetings
- One to ones
- TCP and Appraisal

Level 2
Manager
(typically KR11-14)

Keyword:
- Judgement

Kent Manager Priorities:
- Accountable
- Coach and develop
- Challenge

Priorities x 12

Engagement
- Support staff through change
- Communicate and clarify business objectives

Level 3
Head of Service
(typically KR13-16)

Keyword:
- Service integration

Kent Manager Priorities:
- Engage staff and public
- Innovation
- Manage risk

Priorities x 12

Engagement
Lead staff through service integration and transformation

Level 4
Director
(typically KR16-18)

Keyword:
- Strategic direction

Kent Manager Priorities:
- Leadership
- Commercially astute
- Performance culture

Priorities x 12

Engagement
- Make vision and strategy meaningful
- Communicate the strategic direction

Level 5
Corporate Director
(KR18-20)

Keywords:
- Vision
- Strategic transformation

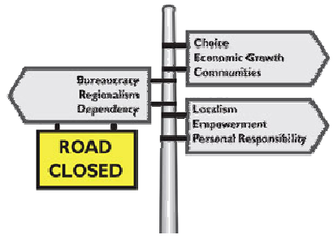
Kent Manager Priorities:
- Leadership
- Corporate parent
- Political awareness

Priorities x 12

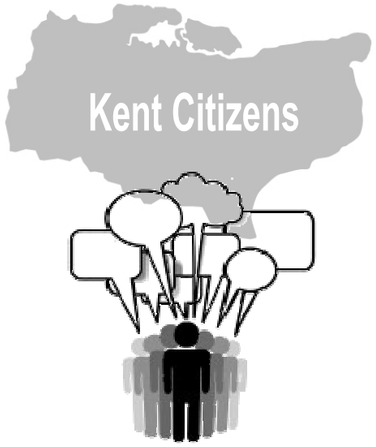
Engagement
- Determine vision with Members

Kent Values, Competencies and Behaviours

Employee Engagement



Bold Steps for Kent



Kent Manager Organisation Priorities (One Council)

- Clear about purpose and deliver outcomes (6.2)
- Demonstrate priorities, values and behaviours (1.2)
- Action and development plans linked to TCP (3.5)
- Manage performance, celebrate achievements (3.10)
- Champion equality and diversity (4.8)
- Recruit the right people first time (4.9)
- Actively help to develop 'One Council' (5.2)
- Target resources on Bold Steps for Kent (7.1)
- Manage budgets, flex and control costs (8.7)
- Ensure effective risk management arrangements (7.7)
- Ensure staff and public are safe (8.9)
- Be customer focused (4.2)