

2024 North East Tri-Sector Challenge



Emirates Riverside, Chester-le-Street
5th November, 2024

Challenge Information

The country of Boroland is a former British Overseas Territory planted somewhere in the Atlantic Ocean. The country is split into 24 counties with each area having its own unitary authority, fire service, police service, Police Fire and Crime Commissioner, NHS trust, a housing association and a major charity.

Each of these organisations have had their senior management leadership team removed by the government due to poor performance and the Challenge saw the arrival of a group of new senior leaders who were seconded in from the UK to help sort the mess out.

Participating teams stepped up to become saviours and attempted to rescue their organisations and Boroland from the brink of disaster.

Benefits of entering teams included:

- An opportunity to collaborate with and create lasting bounds with colleagues from across sectors and services
- A rare opportunity to develop political acumen by working alongside real life elected officials in a highly pressurised environment
- Exposure to tasks and situations that senior managers face daily and some that luckily only occur occasionally
- An opportunity to put analytical and problem solving skills and tools to the test
- Exposure to intense time management constraints
- An opportunity to develop resilience to rapidly changing priorities, demands and timescales
- An opportunity to win the Challenge and be crowned as Tri-Sector Challenge Champions

Facilitators

Richard Wills Training Associates (RWTA) Ltd are the creators of the Tri-Sector Challenge. They work in partnership with regional bodies to deliver the event. The business is owned by Richard Wills, a former local government officer who created and ran the LA Challenge on behalf of a local authority owned training company. Richard left the sector in 2020 to launch RWTA.

Teams

Organisations below nominated teams to this event:

- Durham County Council (1 team)
- Home Group (2 teams)
- Newcastle City Council (3 teams)
- Northumberland County Council (1 team)
- Redcar & Cleveland Borough Council (1 team)
- South Tyneside Council (2 teams)
- Stockton-on-Tees Borough Council (1 teams)

Quotes - Role Players

Darryl Warden, Newcastle City Council

"As an Overwatch, my role was to quietly observe the interactions and conversations going on within and with other teams. It was good to see the levels of collaboration across the whole group and the participants fully committing to what was a challenging day of activity."

Hannah Sadik, LGA

"You learn a lot on both sides of the table!"

Joanne Fanning, former NEREO Associate

"It was another great day as an Enabler. It's a chance to play many parts drawing on the experience of meeting many people during my career. To see the teams face many challenges and grow over the course of the day is a real privilege."

Lisa Thompson, Iona HR, NEREO Associate

"Another inspirational and brilliantly run day at the North-East Tri-Sector Challenge! There was a great buzz in the room, the delegates were certainly kept on their toes and, as an Enabler for the 5th time, I still learned new skills. I'd highly recommend taking part in this event, it's worth it!"

Mark Edgell, LGA

"A valuable and enjoyable event in which to be involved. In a world of scarcity, a great way for teams to learn the importance of prioritising, influencing, building constructive relationships and developing effective plans and ways forward. But also the crucial need to develop and use political nous with decision makers who may not always be realistic, rational or consistent! As well as having fun as a 'Principal' in an imaginary, but not entirely unrealistic scenario, I, hopefully, helped facilitate some learning along the way."

Award Winners and Highly Commended

Please note, runners up are shown in alphabetical order. Those individuals or teams that were runners up and also Highly Commended in the Challenge are annotated with **.

Best Team

Winners: South Tyneside Council Team 2
Runners Up: Durham County Council
Newcastle City Council Team 2**
South Tyneside Council Team 1
Stockton-on-Tees Borough Council**

Behaviours

Winners: Stockton-on-Tees Borough Council
Runners Up: Newcastle City Council Team 2**
South Tyneside Council Team 2**

Communications

Winners: Newcastle City Council Team 2
Runners Up: Durham County Council**
South Tyneside Council Team 2
Special Mention - Presentation: Newcastle City Council Team 1
Special Mention - Media: Newcastle City Council Team 3

Leadership

Winners: South Tyneside Council Team 2
Runners Up: Newcastle City Council Team 3**
Stockton-on-Tees Borough Council**
Additional Highly Commended: Newcastle City Council Team 2**
Northumberland County Council**

Shining Star

Winner: Wendy Fail, Northumberland County Council
Runners Up: Elise Houston (Newcastle City Council Team 3)**
Gemma Mann (Stockton-on-Tees Borough Council)**

And the winners are...



Best team: South Tyneside Council Team 2

And the winners are...



Behaviours: Stockton-on-Tees Borough Council



Communications: Newcastle City Council Team 2

And the winners are...



Leadership: South Tyneside Council Team 2



Shining Star: Wendy Fail, Northumberland County Council

Next Tri-Sector Challenge...

The 2024 event will be held on Thursday 6th November 2025, at Durham County Cricket Club, Chester-le-Street. Further information will be provided when available.

For further information or to register your interest, please email Maureen O'Keefe - mokeefe@nereo.gov.uk



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