



**Driving Growth Together**

# **GBR: Government Business Relations Case Studies**

**A Guide for Government & Business Leaders on:**

**How to work together to drive economic growth  
and better outcomes for all**

# Introduction

This report proposes a new approach to the way Government and business leaders work together to drive economic growth and better outcomes for all. Hundreds of public and private sector leaders recognise the urgent need for improvement and kindly gave their time to help create this report.

Central to the approach is a Government Business Relations (GBR) model. The GBR model consolidates and builds on existing practices from across the globe through effectively integrating the best of the Public and Private sectors.

Our collective aim is to set out a recommended approach to enabling good Government and to provide examples of how this new model for developing relationships between government and business leaders could work in practice.

## Essential Foundations

Economic growth and better outcomes are dependent on successful Government Business Relationships. The GBR model outlines a step-by-step approach to World Class 21st Century Government Business Relations. But first there are two essential foundations that have to be in place to create the right environment, these are 'stability of policy and vision' and 'people and culture'.

### Shared Vision and Common Goals

*A critical success factor in implementing an effective strategy is stability of policy and vision. In a stable environment people and businesses, foreign and local, are more likely to invest which in turn leads to greater security and wealth for everyone involved.*

### People & Culture

*It is essential to ensure a more fluid movement of people between the Government and Private sectors. The UK currently lags behind the USA, France and others and greater fluidity will enable understanding and drive a cultural transformation. Barriers such as pensions and restrictive career paths need to be overcome to enable freer movement.*

# Government Business Relations (GBR)

There are six key steps to achieve World Class Government Business Relations as illustrated by the below GBR model.

Each step is useful in its own right, each will deliver better outcomes and you can start at any step. Although there is an ideal recommended approach below, you may need to tailor this for your specific environment. The more steps you undertake the closer you get to World Class and the better the outcomes. May we commend you to choose a step and to start today.



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Each element is explained more concisely on the following page, where you can find examples of real organisations taking these steps today.

# Case Studies Explained

This case study series explores how governments and businesses can work more effectively together by drawing on successful international models of collaboration. Around the world, countries have demonstrated that when public and private sectors align around a shared long-term vision – such as the UAE's Vision 2030 or India's NASSCOM Vision – they can achieve transformative results.

By incorporating business leaders into public governance structures and co-creating solutions from the outset, nations have accelerated innovation, improved resource deployment, and delivered better outcomes. These case studies highlight how the UK can learn from and adapt proven approaches – including France's Citizen Assemblies, the Energy Data Taskforce, and the Digital Deposit Return Scheme – to build inclusive, high-performing partnerships.

Through a combination of copying what works and creatively improving it, this series illustrates how a collaborative, global-local mindset, underpinned by clear oversight and shared purpose, can unlock sustainable national progress.



# Case Studies Explained

## Compound Intelligence

Joint & Involved Governance

CSF = Values & Trust

The collective and compound intelligence of the UK is enormous and world-leading. Including key Business people in the governance of public organisations is crucial to tap into this resource and ensure optimal outcomes.

Multi Stakeholder Governance, should be inclusive and utilise the existing successful frameworks.

## Alignment

Holistic National Vision

CSF = Consensus

For success you need a single and Holistic National Vision (HNV) that all the major parties can rally around. In business this is a MTP (Massive Transformational Purpose).

Holistic National Vision (HNV), an inspirational long term commitment supported by a consensus.

## Collaborative Investing

Co-Created & Better Solutions

CSF = Ownership of Tasks

People who co-create are more likely to invest and ensure resources are deployed effectively. So involving people who can contribute resources early can accelerate impact and drive better outcomes faster.

Strategic Pillars, Delivery Plans and Responsibilities are all essential parts to this phase.

## Advanced

Sourcing the Best Solutions

CSF = Measurable, OKRs (Outcomes & Key Results)

The best and most advanced solutions often emerge when diverse groups of people come together to address the same issue, and through reaching out to learn from successful practices elsewhere - a combination of copying what works and creatively making what works better.

Global and local sourcing, involves leveraging different groups to identify the best solutions

## Collective Impact

Better & Measurable Outcomes

CSF = Pilots, Sprints and Scalability

A group of Government & Business partners working together effectively to achieve a HNV, leveraging their combined strengths to achieve significant sustainable outcomes that would otherwise be difficult to accomplish.

Ensuring success through testing and then reinforcing the best solutions

## Authority

Empowered to Deliver

CSF = Learning Culture

To ensure proper execution and sustained alignment, an overseeing body is necessary to provide guidance and to appropriately motivate (and when necessary, reign in) organisations.

Corralling and managing performance, setting agreed rules & consequences and monitoring against these.

# Collaborative Governance in the California Energy Sector



## Context

California's energy sector faces significant challenges, including high demand, aging infrastructure, climate change, and the need for renewable energy integration. To address these, leaders in the public and private sectors recognised that traditional siloed approaches were insufficient. They adopted a model of joint and involved governance to create better outcomes for all stakeholders.

## The Approach

The California Independent System Operator (CAISO), state government, utilities, renewable energy providers, and community organisations established a collaborative framework. This included:

### Shared Decision-Making

Stakeholders participated in open forums to discuss grid management, renewable integration, and policy implementation. Decision-making was transparent, with all voices heard.

### Integrated Planning

Collaborative task forces designed long-term strategies for grid modernisation, energy storage, and clean energy goals.

### Public-Private Partnerships

Utilities partnered with tech companies to deploy smart grids and storage solutions, sharing the costs and benefits.

### Community Engagement

Local groups were involved in decisions affecting their regions, ensuring equitable access to clean energy and economic opportunities.

## Outcomes

### Enhanced Grid Reliability

Through coordinated efforts, the sector minimised blackouts during extreme weather events, achieving a more resilient grid.

### Accelerated Renewable Energy Integration

By pooling expertise and resources, the state reached its renewable energy targets ahead of schedule.

### Economic Benefits

Joint investments led to job creation in green technologies and infrastructure.

### Equity Gains

Policies developed through inclusive governance ensured that underserved communities gained access to affordable clean energy.

## Lessons for Leaders

- Foster Inclusivity:** Bringing diverse stakeholders together ensures robust, innovative solutions.
- Prioritise Transparency:** Open communication builds trust and alignment across sectors.
- Share Risks and Rewards:** Joint efforts can achieve goals that are unattainable in isolation.
- Engage Communities:** Local buy-in is critical for sustainable, equitable progress.

## Conclusion

California's energy sector demonstrates that joint and involved governance can transform complex challenges into opportunities, driving better outcomes for all stakeholders. This model is a valuable blueprint for leaders navigating multifaceted challenges in their industries.

# Collaborative Governance in Australian Water Management



## Context

Australia, the driest inhabited continent, faces acute water management challenges due to recurring droughts, climate variability, and competing demands from agriculture, urban development, and environmental conservation. The fragmented nature of water governance across states and territories exacerbated these issues. Recognising the need for a unified approach, Australia adopted a model of *joint and involved governance* to deliver sustainable water management outcomes.

## The Approach

The introduction of the *Murray-Darling Basin Plan* exemplifies Australia's collaborative governance. This comprehensive water reform effort brought together federal, state, and local governments, industry stakeholders, Indigenous groups, and environmental advocates. Key elements included:

### Integrated Policy Framework

The Basin Plan established shared rules and objectives for sustainable water use, balancing ecological health with economic needs.

### Collaborative Institutions

The Murray-Darling Basin Authority (MDBA) facilitated multi-stakeholder decision-making, ensuring transparent and evidence-based policy implementation.

### Stakeholder Engagement

Farmers, Indigenous communities, and conservationists participated in shaping water allocation and management decisions.

### Data Sharing and Transparency

Real-time water monitoring systems and public reporting enabled trust and accountability among stakeholders.

## Outcomes

### Improved Water Sustainability

Coordinated efforts reduced over-extraction, improving water quality and availability across the Basin.

### Economic Resilience

By balancing allocations, agriculture remained viable while supporting industries like tourism and fisheries.

### Environmental Gains

Restoring water flows in critical ecosystems helped revive biodiversity and mitigate the impacts of drought.

### Indigenous Inclusion

Recognising Indigenous water rights and knowledge enriched water management practices and fostered social equity.

## Lessons for Leaders

- Collaborate Across Borders:** Solving shared challenges requires partnerships that transcend organisational or regional boundaries.
- Leverage Data and Expertise:** Transparent, data-driven approaches enhance credibility and effectiveness in joint governance.
- Include Marginalised Voices:** Diverse perspectives lead to more inclusive and innovative solutions.
- Balance Competing Needs:** Sustainable outcomes require carefully aligning ecological, economic, and social priorities.



## Conclusion

Australia's water management reforms showcase how joint and involved governance can navigate complex challenges, creating durable, equitable solutions. Leaders can draw inspiration from this approach to tackle systemic issues in their industries while balancing stakeholder interests.

# The UAE's Vision 2030: Building a Consensus for Long-Term National Growth



## Context

The United Arab Emirates (UAE) faced a pivotal challenge in transitioning from an oil-dependent economy to a diversified, sustainable, and knowledge-based one. Recognising the need for a unified strategy to align national efforts, the UAE government launched *Vision 2030*, a holistic framework for economic, social, and environmental development. The initiative emphasised gaining broad consensus and long-term commitment from public stakeholders to ensure successful outcomes.

## The Approach

- 1 **Unified National Vision:** Vision 2030 articulated clear, long-term goals focused on economic diversification, sustainability, innovation, and enhancing the quality of life. This provided a shared roadmap for government entities, businesses, and citizens.
- 2 **Inclusive Planning:** The UAE engaged diverse stakeholders, including industry leaders, educators, environmentalists, and community representatives, in developing sector-specific strategies. This ensured buy-in and alignment.

**Clear Governance Framework:** Dedicated entities, such as the Abu Dhabi Economic Vision 2030 and Dubai Plan 2021, provided clear structures for implementing policies, monitoring progress, and addressing challenges.

**Public-Private Partnerships:** The UAE encouraged collaboration between government agencies and private enterprises, driving investments in sectors like renewable energy, technology, and healthcare.

**Cultural and Regional Identity:** The vision incorporated Emirati values and traditions, fostering national pride and unity.

## Outcomes

### Economic Diversification

Non-oil sectors, such as tourism, finance, and renewable energy, now contribute significantly to GDP, reducing reliance on oil revenues.

### Global Competitiveness

Investments in innovation and infrastructure propelled the UAE to leadership positions in global indices like ease of doing business and technological readiness.

### Sustainability Achievements

Initiatives like Masdar City and large-scale solar projects positioned the UAE as a regional leader in renewable energy.

### Social Development

Significant advancements in education, healthcare, and cultural programs improved living standards and attracted global talent.



## Lessons for Leaders

- **Articulate a Clear Vision:** A well defined, long-term vision rallies stakeholders around shared goals.
- **Foster Inclusive Collaboration:** Engaging diverse stakeholders ensures broad support and innovative solutions.
- **Establish Strong Governance:** Clear accountability structures are essential for aligning efforts and measuring progress.
- **Leverage National Identity:** Aligning strategies with cultural values builds trust and sustained commitment.

## Conclusion

The UAE's Vision 2030 demonstrates the power of a holistic, long-term strategy in driving transformational change. By fostering consensus and commitment across all sectors of society, the UAE achieved remarkable progress, offering valuable insights for leaders seeking to build consensus and sustain momentum in their own organisations.

# NASSCOM's Vision and Leadership: Building India's Global Tech Powerhouse



## Context

In the early 1990s, India faced economic challenges and lacked a significant presence in the global technology market. Recognising the potential of its skilled workforce and growing demand for technology services, India's *National Association of Software and Service Companies* (NASSCOM) adopted a national holistic approach to develop and scale the country's tech industry. This approach transformed India into one of the largest and most successful tech ecosystems globally.

## The Approach

- 1
- 2

**Unified Vision:** NASSCOM established a clear mission to position India as a global hub for IT services, innovation, and knowledge-based industries. This vision unified government bodies, businesses, and educational institutions.

**Collaborative Ecosystem:** NASSCOM worked with government agencies to create favourable policies, including tax incentives, IT parks, and Special Economic Zones (SEZs), to attract investment and foster growth.

- 3
- 4
- 5

**Skilling and Talent Development:** Recognising India's vast pool of human capital, NASSCOM partnered with universities and companies to design training programs, certifications, and reskilling initiatives, ensuring a steady supply of tech talent.

**Global Market Access:** NASSCOM facilitated international collaborations, promoting Indian IT services abroad through trade delegations, partnerships, and marketing campaigns.

**Innovation Focus:** The association championed initiatives to support start-ups and R&D, enabling India to evolve from an outsourcing hub to a centre for innovation and entrepreneurship.



## Outcomes

- **Industry Growth:** India's IT and business process management (BPM) industry grew to contribute over \$227 billion in revenue (2022), employing millions and driving significant GDP growth.
- **Global Leadership:** Indian companies like Infosys, TCS, and Wipro became global leaders in IT services, cementing India's reputation as a technology powerhouse.
- **Talent Development:** India became the world's largest supplier of IT professionals, with a reputation for technical expertise and innovation.
- **Start-up Ecosystem:** NASSCOM's initiatives laid the foundation for India's vibrant startup scene, now home to over 100 unicorns.
- **Economic Transformation:** The IT sector uplifted millions from poverty, supported urbanisation, and accelerated India's integration into the global economy.

## Lessons for Leaders

- **Align Stakeholders with a Common Vision:** A unified mission galvanises diverse participants toward shared goals.
- **Invest in Talent:** Human capital is a critical enabler for industry growth and global competitiveness.
- **Leverage Policy Support:** Collaboration with governments can create an enabling environment for innovation and investment.
- **Focus on Global Markets:** Expanding beyond domestic borders unlocks growth and diversification opportunities.
- **Embrace Innovation:** Sustained success requires fostering creativity and adaptability in evolving markets.

## Conclusion

NASSCOM's leadership illustrates how a national, holistic approach can transform a nascent industry into a global powerhouse. Leaders can draw valuable insights from this model to drive large-scale growth and innovation in their sectors.

# The Energy Data Taskforce – Collaborative Investment for Accelerated Outcomes in the UK Energy Sector



Collaborative Investing Case Studies

## Context

The UK's energy system is undergoing a significant transition to achieve net-zero carbon emissions by 2050. However, fragmented data, siloed decision-making, and inefficiencies in resource deployment posed challenges to this transformation. In response, the UK Government, regulators, and industry stakeholders established the *Energy Data Taskforce* (EDTF) to leverage data as a strategic enabler for a smarter, cleaner, and more efficient energy system.

## The Approach

### Collaborative Leadership

The EDTF brought together key stakeholders, including the UK Government, Ofgem, National Grid, energy companies, and technology providers, to co-create a shared data strategy.

### Open Data Principles

The taskforce emphasised a shift toward presumed open data, enabling greater access and sharing across the energy sector while maintaining security and privacy standards.

### Innovation-Focused Investments

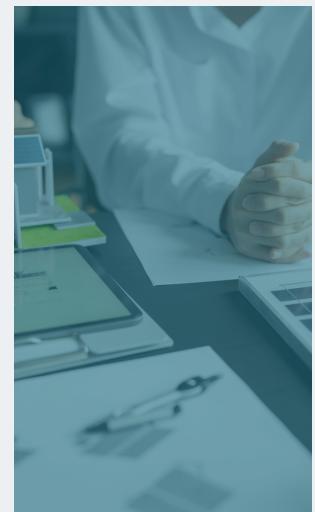
Collaborative investments were made to develop digital infrastructure, data platforms, and tools that would optimise energy system operations and support clean energy solutions.

### Co-Creation of Solutions

Industry and government worked closely to design use cases, pilot projects, and frameworks that would align with national energy goals and deliver tangible benefits.

## Outcomes

- Efficient Resource Deployment:** Enhanced data sharing improved grid management, enabling more efficient use of renewable energy and reducing waste.
- Accelerated Decarbonisation:** Access to better data supported innovations in energy storage, demand response, and renewable integration, accelerating progress toward net-zero goals.
- Cost Savings:** Improved transparency and efficiency reduced costs for both industry participants and consumers, enhancing affordability and accessibility.
- Market Growth and Innovation:** Open data principles spurred the development of new products and services, fostering a thriving ecosystem of energy startups and tech providers.
- Enhanced Collaboration:** The co-creation model built stronger partnerships between regulators, businesses, and consumers, ensuring sustained alignment and momentum.



## Lessons for Leaders

- Leverage Data as a Strategic Asset:** Open and accessible data can drive innovation, efficiency, and better decision-making.
- Invest Collaboratively:** Pooling resources and expertise across stakeholders reduces risks and amplifies impact.
- Co-Create Solutions:** Engaging diverse perspectives ensures solutions meet the needs of all stakeholders.
- Prioritise Transparency:** Clear data governance and accountability frameworks build trust and foster collaboration.
- Focus on Long-Term Goals:** Aligning investments with broader strategic outcomes ensures sustainable success.

## Conclusion

The Energy Data Taskforce demonstrates the power of collaborative investment and co-creation in tackling systemic challenges. By leveraging data and fostering partnerships, the UK's energy sector has accelerated progress toward a cleaner, more efficient future. Leaders can apply these principles to transform data challenges into opportunities for innovation and impact in their industries.

# The Primary Authority Scheme – Collaborative Regulation for Better Business Outcomes in the UK

Case Study 6



Collaborative Investing Case Studies

## Context

Regulatory compliance in the UK can be complex and burdensome for businesses, particularly those operating across multiple local authorities. Variations in interpretation and enforcement often led to inefficiencies, increased costs, and resource duplication. To address these challenges, the UK Government launched the *Primary Authority Scheme* (PAS) in 2009, creating a framework for businesses and regulators to collaborate on consistent and effective compliance solutions.

## The Approach

### Collaborative Partnerships

Businesses can form a partnership with a single local authority (their Primary Authority) to receive assured advice on regulatory compliance. This advice is recognised by all other local authorities, ensuring consistency.

### Co-Creation of Solutions

The scheme enables businesses and their Primary Authority to collaboratively develop tailored compliance strategies, addressing sector-specific challenges while meeting regulatory requirements.

### Resource Optimisation

Local authorities share information and avoid duplication of inspections or enforcement, allowing them to focus their resources on higher-risk areas.

### National Coordination

Regulatory Delivery, a division of the UK Government, oversees the scheme to ensure alignment and resolve conflicts, promoting nationwide consistency.

Consistency and Clarity	Cost Savings	Outcomes	Efficient Resource Allocation	Enhanced Business Confidence
Businesses receive uniform advice, reducing confusion and the risk of conflicting enforcement actions.	Streamlined compliance processes lower administrative and operational costs for both businesses and regulators.	<b>Improved Compliance</b>  Tailored advice and collaborative solutions help businesses achieve higher compliance rates, benefiting consumers and the public.	Regulators can focus their efforts where they are most needed, enhancing overall regulatory effectiveness.	The assurance provided by the scheme encourages investment and innovation by reducing regulatory uncertainty.

## Lessons for Leaders

- Embrace Collaboration with Regulators:** Working proactively with regulators can yield more effective and efficient compliance solutions.
- Tailor Approaches to Specific Needs:** Co-creating strategies ensures that solutions are practical and aligned with business realities.
- Leverage Consistency for Scale:** Consistent advice and enforcement make it easier to expand across jurisdictions and reduce operational complexity.
- Optimise Resource Use:** Collaborative frameworks allow for better allocation of time, expertise, and financial resources.
- Foster Trust and Transparency:** Strong partnerships between businesses and regulators build confidence and drive mutual success.



## Conclusion

The Primary Authority Scheme exemplifies how collaborative investment and co-creation can transform regulatory challenges into opportunities for growth and efficiency. Leaders can adopt similar approaches to align regulatory compliance with operational goals, creating value for all stakeholders.

# Macron's Citizen Assemblies – Co-Creating Scalable Solutions for France's Future



## Context

Facing complex societal challenges like climate change, economic inequality, and political disengagement, President Emmanuel Macron initiated *Citizen Assemblies* in France. These assemblies were designed to include diverse voices, source innovative solutions, and rebuild public trust in governance. By empowering ordinary citizens to shape policies, the initiative sought to generate practical and scalable solutions that would deliver better outcomes for the French people.

## The Approach

- 1 **Inclusive Representation:** Assemblies were composed of randomly selected citizens from all walks of life, ensuring a representative cross-section of French society.
- 2 **Deliberative Process:** Participants were provided with expert guidance and resources, enabling informed debates and collaborative decision-making.
- 3 **Focused Agendas:** Each assembly addressed specific issues, such as climate policy or pension reform, to ensure meaningful and actionable outcomes.
- 4 **Integration with Policy:** Recommendations were formally presented to the government, with many integrated into national strategies or submitted for public referenda.

## Outcomes

- **Innovative Solutions:** Citizen input led to creative proposals, such as reducing domestic flights for short distances, improving public transportation, and taxing high-pollution industries.
- **Scalability:** By aligning citizen-led solutions with government resources and policies, proposals were implemented effectively at scale.
- **Public Buy-In:** Transparent processes and inclusive decision-making increased public acceptance and trust in the policies.
- **Better Policy Outcomes:** The initiatives addressed real concerns and priorities, resulting in more targeted and impactful solutions for challenges like climate action and economic resilience.
- **Democratic Renewal:** The assemblies reinforced the value of citizen engagement, fostering a sense of empowerment and ownership over national decisions.



## Lessons for Leaders

- **Engage Diverse Stakeholders:** Broader representation leads to richer perspectives and more innovative solutions.
- **Invest in Education and Resources:** Equipping participants with the right tools ensures informed and effective decision-making.
- **Scale Through Alignment:** Aligning grassroots ideas with organisational goals and infrastructure enables scalable implementation.
- **Foster Transparency and Trust:** Open and inclusive processes build credibility and stakeholder commitment.
- **Adapt for Long-Term Impact:** Iterative feedback and integration ensure policies or solutions remain effective and relevant.

## Conclusion

Macron's Citizen Assemblies demonstrate the power of inclusive, deliberative governance to address complex challenges. Leaders can draw on this approach to engage employees, customers, and communities in co-creating innovative, scalable solutions that deliver lasting value.

# Singapore's Global Learning Model – Sourcing the Best Ideas to Drive National Progress

Case Study 8



Advanced Case Studies

## Context

Singapore, a small island nation with limited natural resources, has consistently achieved remarkable economic, social, and environmental outcomes. A critical factor in its success has been its willingness to source the best ideas from around the world, adapt them to local needs, and scale them effectively to benefit its citizens. This approach has helped Singapore build world-class infrastructure, healthcare, education, and governance systems.

### Global Benchmarking

Singapore systematically studied successful policies and practices from countries like Finland (education), Switzerland (urban planning), and the Netherlands (water management).

### Adaptation to Local Context

Leaders ensured that imported solutions were tailored to Singapore's unique geographic, cultural, and economic realities.

### Public-Private Collaboration

By leveraging partnerships with global experts, multinational corporations, and local businesses, Singapore implemented solutions efficiently and innovatively.

### Knowledge Hubs

Institutions like the Lee Kuan Yew School of Public Policy and the Centre for Liveable Cities were established to study and disseminate best practices globally, fostering continuous improvement.

World-Class Infrastructure	Education Excellence	Outcomes	Water Sustainability	Social Cohesion
Lessons from global leaders in urban design and transportation enabled Singapore to build one of the most efficient public transport systems and greenest cities in the world.	Adapting Finland's focus on teacher training and student-centred learning helped position Singapore as a global leader in education outcomes.	<b>Economic Growth</b> Strategic policies inspired by global trade hubs transformed Singapore into a leading financial and business centre.	Borrowing ideas from the Netherlands, Singapore developed innovative water management solutions like NEWater, ensuring self-sufficiency in water despite scarce resources.	By combining multicultural best practices, Singapore fostered harmony in one of the world's most diverse societies.



## Lessons for Leaders

- Benchmark Globally:** Look beyond borders to find best-in-class practices and innovative solutions.
- Customise Locally:** Adapt global ideas to fit the unique needs and challenges of your organisation or market.
- Collaborate Widely:** Engage with external experts, institutions, and partners to bring in diverse perspectives.
- Foster Knowledge Sharing:** Create systems to capture, evaluate, and disseminate learnings for continuous improvement.
- Commit to Excellence:** Pursue ambitious goals and draw inspiration from the best to achieve them.

## Conclusion

Singapore's global learning model illustrates how sourcing and adapting the best ideas from around the world can drive transformative progress. Leaders can emulate this strategy to foster innovation, build competitive advantages, and deliver exceptional outcomes in their organisations.

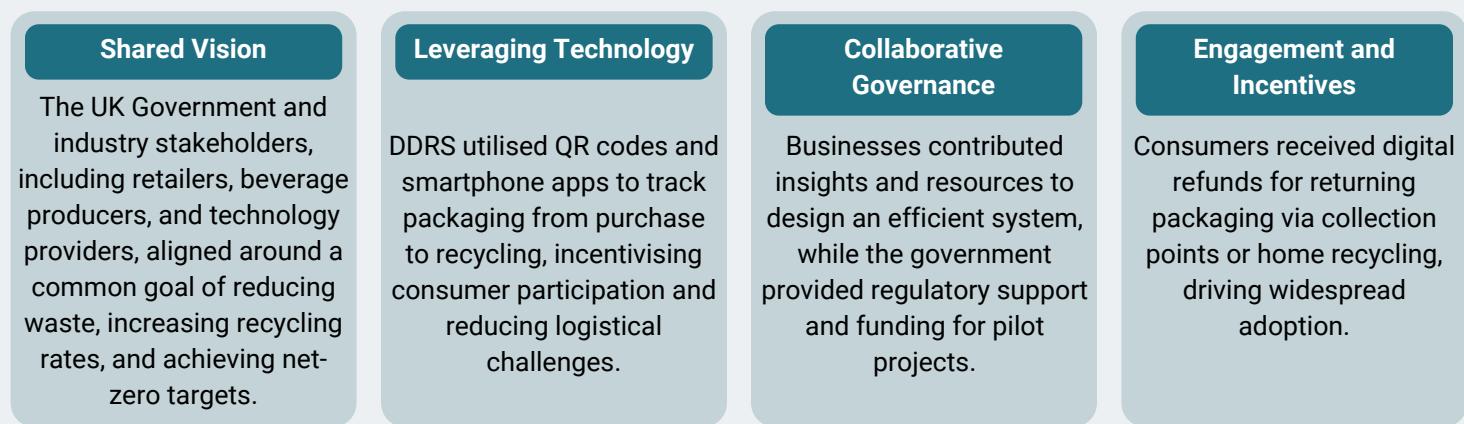
# The Digital Deposit Return Scheme – Collective Impact for Sustainability in the UK



## Context

Addressing the growing problem of waste and plastic pollution, the UK introduced the *Digital Deposit Return Scheme* (DDRS) as a modern, technology-driven approach to recycling. Unlike traditional deposit schemes, which often involve physical collection points, DDRS leveraged digital tools and public-private collaboration to streamline the process and maximise participation. This initiative illustrated the power of collective impact through government and business partnerships.

## The Approach



## Outcomes

- Improved Recycling Rates:** The scheme significantly increased the volume of materials recycled, reducing landfill waste and pollution.
- Cost Efficiency:** By leveraging existing digital infrastructure, DDRS minimised operational costs compared to traditional deposit schemes.
- Enhanced Stakeholder Collaboration:** The initiative fostered trust and cooperation between the public and private sectors, setting a precedent for tackling other environmental challenges.
- Consumer Empowerment:** The user-friendly system encouraged behavioural change, making recycling more accessible and rewarding.
- Sustainability Leadership:** The DDRS positioned the UK as an innovator in addressing global environmental issues through collective action.



## Lessons for Leaders

- Unite Around a Shared Goal:** Aligning diverse stakeholders with a common mission ensures focused and impactful efforts.
- Leverage Collective Strengths:** Combining government oversight with industry expertise and resources creates robust solutions.
- Embrace Innovation:** Technology can simplify complex systems and enhance engagement with consumers.
- Incentivise Participation:** Well-designed incentives can drive behavioural changes and accelerate adoption.
- Foster Long-Term Partnerships:** Building trust and collaboration among stakeholders ensures sustained impact and scalability.

## Conclusion

The Digital Deposit Return Scheme exemplifies how collective impact can address complex challenges. By working together, the UK Government and business partners created a scalable, technology-driven solution that delivered tangible environmental and societal benefits. Leaders can apply these principles to collaborate across sectors and tackle pressing challenges in their own industries.

# The Global Alliance for Vaccines and Immunisation (Gavi) – Collective Impact for Global Health

Case Study 10



Collective Impact Case Studies

## Context

In the late 1990s, millions of children in low-income countries were dying from preventable diseases due to a lack of access to vaccines. Recognising that no single entity could address this challenge alone, the *Global Alliance for Vaccines and Immunisation* (Gavi) was established in 2000. Gavi brought together governments, businesses, non-profits, and international organisations to pool their strengths and achieve a shared mission: to save lives and improve health by increasing equitable access to vaccines.

## The Approach

- 1 **Shared Mission:** Stakeholders united around a clear, measurable goal of improving global immunisation rates and reducing preventable deaths.
- 2 **Collaborative Funding Model:** Governments provided public funding, while businesses, including pharmaceutical companies, contributed through lower vaccine prices and production capacity. Philanthropic organisations like the Bill & Melinda Gates Foundation offered additional funding and advocacy.
- 3 **Innovative Solutions:** Gavi worked with vaccine manufacturers to develop and distribute cost-effective vaccines tailored for low-income settings.
- 4 **Capacity Building:** The alliance invested in strengthening health systems in recipient countries, ensuring vaccines reached even the most remote populations.
- 5 **Data-Driven Strategy:** Gavi used evidence-based decision-making to allocate resources efficiently and measure impact.



## Outcomes

- **Lives Saved:** Since its inception, Gavi has vaccinated over 1 billion children and prevented more than 18 million deaths.
- **Strengthened Health Systems:** Gavi's investments helped improve vaccine delivery infrastructure, benefitting overall healthcare systems in recipient countries.
- **Economic Impact:** By preventing diseases, Gavi reduced healthcare costs and improved productivity in low-income countries, fostering economic growth.
- **Innovation in Vaccine Delivery:** Partnerships led to breakthroughs in vaccine storage, transportation, and distribution, addressing challenges in remote areas.
- **Global Leadership:** Gavi demonstrated how collective impact can address urgent global challenges, earning recognition as a model for public-private collaboration.

## Lessons for Leaders

- **Align Diverse Stakeholders:** A shared mission and clear objectives are essential for uniting partners with different strengths and priorities.
- **Leverage Complementary Strengths:** Public-sector funding, private-sector innovation, and non-profit expertise can create synergistic solutions.
- **Invest in Long-Term Impact:** Building capacity and infrastructure ensures sustainability and scalability of outcomes.
- **Use Data for Decisions:** Evidence-based approaches optimise resource allocation and demonstrate impact to stakeholders.
- **Foster Trust Through Transparency:** Open communication and accountability build trust among partners, sustaining momentum over time.

## Conclusion

Gavi's success highlights the transformative power of collective impact when government, business, and non-profits work together toward a common goal. Leaders can draw inspiration from this model to foster partnerships that address complex challenges and deliver lasting benefits for society.

# The 2012 Olympic Delivery Authority – Unified Oversight for On-Time, On-Budget Success



Authority Case Studies

## Context

Delivering the London 2012 Olympics was a monumental challenge, involving tight deadlines, complex logistics, and diverse stakeholders. The UK Government established the *Olympic Delivery Authority* (ODA) as an empowered oversight body to align, guide, and enforce accountability across multiple organisations involved in the construction and delivery of Olympic infrastructure. The ODA's strong governance ensured the Games were delivered on time, within budget, and with long-term benefits for the public.

## The Approach

- 1 **Centralised Oversight:** The ODA was granted clear authority to oversee all aspects of Olympic infrastructure development, with the power to enforce rules, mediate conflicts, and ensure accountability.
- 2 **Defined Rules and Consequences:** The ODA implemented robust project management frameworks, setting strict timelines, performance standards, and consequences for delays or non-compliance.

- 3 **Collaboration and Coordination:** The ODA worked closely with contractors, local authorities, and stakeholders, ensuring alignment on goals while maintaining rigorous oversight.
- 4 **Focus on Sustainability and Legacy:** The ODA integrated sustainability goals and post-Games legacy planning into every project, ensuring long-term benefits for the community.
- 5 **Transparent Reporting:** Regular progress updates and financial transparency built trust with the public and stakeholders, maintaining support throughout the project.

	On-Time and On-Budget Delivery	High-Quality Infrastructure	Economic and Social Legacy	Enhanced Reputation	Model for Future Projects
<b>Outcomes</b>	The London 2012 Olympics were delivered on schedule and within the revised £9.3 billion budget, a rare feat for large-scale projects of this magnitude.	The Olympic Park and venues were built to world-class standards, showcasing innovative design and environmental sustainability.	The Games generated lasting benefits, including jobs, urban regeneration, and the transformation of East London into a vibrant economic hub.	The successful delivery of the Olympics bolstered the UK's reputation for project management excellence and sustainability leadership.	The ODA's approach became a benchmark for managing large, complex projects, emphasising the importance of empowered oversight.



## Lessons for Leaders

- **Empower Central Oversight:** Granting clear authority to a central body ensures alignment and accountability across stakeholders.
- **Set Rules and Enforce Consequences:** Clear expectations and accountability mechanisms drive timely and effective delivery.
- **Align on Shared Goals:** Collaboration and alignment ensure that diverse teams work toward common objectives.
- **Incorporate Legacy Thinking:** Integrating long-term benefits into project planning creates sustained value beyond immediate goals.
- **Build Trust Through Transparency:** Open communication and regular updates foster stakeholder confidence and public support.

## Conclusion

The 2012 ODA demonstrates how an empowered oversight body can align and guide diverse organisations to deliver complex projects successfully. Leaders can apply these principles to manage large-scale initiatives, ensuring timely and efficient outcomes that deliver value for all stakeholders.

# Accelerated Strategic Transmission Investment (ASTI) – Driving Alignment for a Faster Energy Transition

Case Study 12



Authority Case Studies

## Context

The UK's ambition to transition to a net-zero carbon economy by 2050 required significant upgrades to its energy transmission infrastructure. To meet this challenge, the UK Government established the *Accelerated Strategic Transmission Investment* (ASTI) framework. ASTI was empowered to oversee the development and coordination of critical energy transmission projects, ensuring alignment across stakeholders and enforcing accountability to deliver outcomes on time and within budget.

## The Approach

### Empowered Oversight

ASTI was granted authority to oversee and coordinate transmission infrastructure projects, providing a central point of leadership and decision-making.

### Strategic Alignment

ASTI worked to align grid operators, developers, and regulators around shared objectives, ensuring efforts were coordinated to meet the nation's renewable energy goals.

### Rules and Accountability

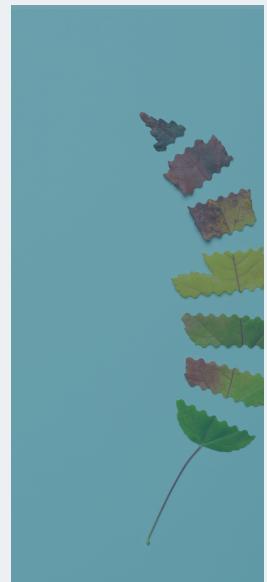
ASTI set clear timelines, performance standards, and consequences for delays or failures, incentivising timely and high-quality delivery.

### Streamlined Approvals

By simplifying planning and regulatory processes, ASTI reduced delays and provided clarity for stakeholders, accelerating project timelines.

### Transparent Monitoring

ASTI implemented regular reporting and public accountability mechanisms, building trust and maintaining momentum across all partners.



## Outcomes

- Faster Infrastructure Delivery:** Critical transmission projects were completed more quickly, enabling the integration of renewable energy sources like offshore wind into the grid.
- Cost Efficiency:** Coordinated oversight and streamlined processes reduced duplication of effort, delivering projects more cost-effectively.
- Increased Renewable Energy Capacity:** The upgrades supported the rapid expansion of clean energy, advancing the UK's transition to a low-carbon economy.
- Stakeholder Collaboration:** By fostering alignment across organisations, ASTI ensured smoother cooperation and fewer conflicts, creating a more unified energy sector.
- Long-Term Resilience:** ASTI's work strengthened the grid to meet future energy demands, ensuring reliable access to clean energy for consumers.

## Lessons for Leaders

- Empower Central Authorities:** Granting decision-making authority to an overseeing body ensures coordination and accountability.
- Align on Strategic Goals:** Clear and unified objectives drive focused action across diverse stakeholders.
- Enforce Rules and Consequences:** Accountability mechanisms motivate timely and effective delivery of complex projects.
- Simplify Processes:** Streamlining approvals and reducing bureaucracy accelerates progress.
- Prioritise Transparency:** Regular updates and open communication foster trust and support from partners and the public.

## Conclusion

ASTI's success demonstrates how empowered oversight can drive large-scale infrastructure transformations efficiently and effectively. Leaders can emulate this model by establishing clear governance structures and fostering alignment to manage complex transitions and deliver better outcomes for all stakeholders.

# Concluding Themes and Insights

Across the case studies provided, several recurring themes and insights emerge. These are valuable for business leaders seeking to manage complexity, drive collaboration, and deliver impactful outcomes.

## Shared Vision and Common Goals

**Success in all these initiatives began with a clear, shared purpose that aligned diverse stakeholders around a common objective. Examples:**

- **The UAE's 2030 Vision** unified government and industry under a holistic national development strategy.
- **Gavi and the Digital Deposit Return Scheme (DDRS)** Centred around clear public health and environmental goals, respectively.



**Establishing and communicating a unifying mission ensures alignment and focused action across diverse participants.**

## Collaborative Governance and Oversight

**An empowered oversight body or central authority consistently emerged as a critical driver for coordination, accountability, and progress.**

- **The ODA** ensured on-time delivery of the 2012 Olympics through strict rules, performance standards, and accountability.
- **ASTI** coordinated energy transition projects by aligning stakeholders and enforcing deadlines.



**Clear Governance structures with authority to enforce rules are essential to manage complex projects and sustain momentum.**

## Leveraging Collective Strengths

**The most effective initiatives harnessed the unique capabilities of governments, businesses, and civil society to co-create solutions. Examples:**

- **Macron's Citizen Assemblies** combined public input with expert guidance to design actionable policies.
- **Singapore's Global Learning Model** drew inspiration from other nations and adapted best practices to local needs.



**Collaboration across sectors unlocks innovation, expertise, and resources that no single entity can provide alone.**

# Concluding Themes and Insights

Across the case studies provided, several recurring themes and insights emerge. These are valuable for business leaders seeking to manage complexity, drive collaboration, and deliver impactful outcomes.



## Insight

**Tailoring solutions to local conditions ensures relevance, practicality, and adoption.**

### Tailored Solutions for Local Contexts

**Successful projects adapted global ideas or frameworks to fit the specific cultural, economic, or geographic realities of their context. Examples:**

- **The Primary Authority Scheme** tailored regularly solutions to meet the needs of UK businesses.
- **Singapore's Global Learning Model** adapted water management and education systems to address local challenges.



## Insight

**Embedding legacy and sustainability considerations into planning creates enduring impact and value.**

### Investment in Long-Term Outcomes

**Many Initiatives integrated long-term thinking, ensuring that the outcomes would deliver sustained value for all stakeholders. Examples:**

- **The UAE'S 2030 Vision** embedded sustainability and legacy planning into its development strategy.
- **The ODA** transformed East London into a vibrant hub post-Olympics, delivering lasting economic and social benefits.



## Insight

**Strategic use of technology enables scalability, reduces inefficiencies, and enhances stakeholder engagement.**

### Use of Technology and Innovation

**Technology played a central role in driving efficiency, improving engagement, and solving complex challenges. Examples:**

- **The DDRS** utilised digital tools like QR codes and apps to revolutionise recycling.
- **ASTI** integrated innovative approaches to accelerate infrastructure projects.

# Concluding Themes and Insights

Across the case studies provided, several recurring themes and insights emerge. These are valuable for business leaders seeking to manage complexity, drive collaboration, and deliver impactful outcomes.

## Transparency and Accountability

**Regular reporting and open communication built trust and ensured accountability in all initiatives. Examples:**

- The **ODA** maintained public and stakeholder confidence through transparent updates.
- **Gavi** used data-driven strategies to allocate resources and measure impact.



**Insight**  
**Transparency fosters trust, while accountability ensures all partners stay committed to shared goals.**

## Incentivising Participation

**Successful initiatives created systems that encouraged active involvement from all stakeholders, including the public.**

**Examples:**

- **Macron's Citizen Assemblies** empowered citizens to shape policy, building public buy-in.
- **The DDRS** incentivised consumer recycling through rewards, driving behavioural change.



**Insight**  
**Incentives - whether financial, reputational, or participatory - can drive engagement and ensure sustained involvement.**

## Flexibility and Adaptability

**Initiatives demonstrated flexibility, adapting their strategies based on evolving needs or feedback. Examples:**

- **Singapore's Global Learning Model** continuously improved by integrating new global insights.
- **The Energy Data Taskforce** adapted its framework to optimise resource deployment and stakeholder needs.



**Insight**  
**Agile approaches that incorporate feedback and evolving contexts are better positioned for success.**

# Concluding Themes and Insights

Across the case studies provided, several recurring themes and insights emerge. These are valuable for business leaders seeking to manage complexity, drive collaboration, and deliver impactful outcomes.



**Building capacity and optimising resources enable scalable, sustainable solutions.**



**Inclusive engagement leads to more innovative, equitable, and widely accepted solutions.**



**Designing scalable and adaptable frameworks enhances the broader applicability and impact of solutions.**

## Capacity Building and Resource Optimisation

**Many initiatives invested in infrastructure, education, or systems to ensure resources were used efficiently. Examples:**

- **The Energy Data Taskforce** optimised data sharing and resource deployment to accelerate outcomes.
- **Gavi** strengthened healthcare systems in recipient countries to sustain immunisation efforts.

## Democratic and Inclusive Engagement

**Engaging diverse stakeholders - including underserved or marginalised groups - ensured solutions were equitable and comprehensive. Examples:**

- **Macron's Citizen Assemblies** brought together people from all walks of life for inclusive policy-making.
- **The Primary Authority Scheme** provided tailored support to businesses of all sizes, ensuring broad benefits.

## Replicable and Scalable Models

**Many initiatives created frameworks or strategies that could be replicated in other contexts or scaled for broader impact.**

**Examples:**

- **Singapore's Global Learning Model** serves as a benchmark for nations seeking to improve governance.
- **The Primary Authority Scheme** established a replicable model for regulatory consistency.



**The case studies illustrate that solving complex challenges requires coordinated efforts, leveraging diverse strengths, and fostering a culture of accountability and innovation. By embracing these themes, business leaders can drive impactful, scalable solutions that deliver better outcomes for all stakeholders.**

# Further Information



By creating a stable and coherent policy environment and enabling people and organisational culture to thrive, the government can enhance investor and public confidence, foster innovation, and ultimately secure long-term economic growth and stability.

We hope you find this concise executive summary insightful and valuable, and we welcome your feedback.

The report was authored by **John Jeffcock** (Winmark), leans on research conducted by **Christopher Hedges** (University of Oxford) and Winmark, a summit jointly held by Winmark and the Public Chairs Forum (PCF) / Association of Chief Executives (ACE) and a joint Public and Private sector Editorial Panel. For further information please see below contact details.

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# Further Information



## Contact

### Winmark

John Jeffcock, Chief Executive  
[john.jeffcock@winmarkglobal.com](mailto:john.jeffcock@winmarkglobal.com)  
+44 (0) 20 7605 8000

Winmark is an award winning C-Suite network business headquartered in London. Winmark has oversight of 16 C-Suite networks, with over 900 multinationals as members, representing millions of employees in the UK and overseas.

### Public Chairs' Forum

Miles Jordan, Director  
[Miles.Jordan@publicchairsforum.org.uk](mailto:Miles.Jordan@publicchairsforum.org.uk)

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