



Your council working for you

People and Organisational Development Strategy 2017-2020

Resources PDG

16th March 2017



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Background

People Strategy 2013-2016 key successes:

- Updating all policy/procedure to ensure fit for the future in terms of flexibility of resources and the way we work
- Introduction and completion of Talent Management Programme
- Strengthening of employee engagement and internal consultation through staff conferences, Joint Staff Consultative Committee and Employee Forum
- Embedded values and behaviours through job descriptions, recruitment and selection procedures and annual appraisal



Background

- Leadership Development – SMT, Executive Managers and Business Managers
- Learning and Development Programme across the organisation
- Introduced non financial rewards for staff i.e. cycle scheme, computer scheme
- Established well-being group, trained champions, introduced and facilitated activities throughout the year, well being week, walks, pedometer challenge, health checks, eye tests etc.



People and Organisational Development Strategy 2017-2020

The new People and Organisational Development Strategy will build on the work of the previous strategy and serve to deliver a flexible, innovative organisation that has the skills, resilience and motivation to deliver and achieve the Council's business objectives.



Outcomes to be achieved

- The right organisational culture, that supports the delivery of the corporate plan
- Clearly defined values in place
- Clear ownership of the strategy, values and behaviours
- Employees feel valued and understand what the organisation is doing, and how they contribute
- Roles are built around purpose and the Customer, focusing on the Councils priorities
- A new Performance Framework

The Journey :

- So far the strategy incorporates the discussions and feedback from :
 - Wider discussions with SMT, Executive Managers and Business Managers
 - Wider discussions with a cross-section of colleagues from all service areas
 - Staff “Discovery” sessions



Outcomes of consultation so far:

- After undertaking a review of all the feedback and comments several themes came out:
 - Strategy – buy in/embedded/annual
 - Customers
 - Leadership
 - Skills
 - Values and Behaviours
 - Communication and Engagement

Themes of the People and OD Strategy

- **Theme One : Right people, excellent skills, right culture**
 - Workforce planning
 - Flexible recruitment processes
 - Succession planning
 - Effective Induction
 - Opportunities for development
 - Employee Performance Management

Themes of the People and OD Strategy

- **Theme Two : Engaging and valuing our people in order to run our business effectively**
 - Effective consultation and involvement
 - Staff inclusion
 - Clear direction
 - Regular and constructive feedback
 - Achievement recognised and celebrated
 - Effective communications
 - Effective policy and procedures

Themes of the People and OD Strategy

- **Theme Three : Effective leadership to inspire and navigate change**
 - Clear expectations of leaders/managers
 - Clear expectations of employees
 - Managers communicate change
 - Manages lead/manage change effectively
 - Coaching/mentoring
 - Showcasing/sharing best practice



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Views/thoughts/comments

Resources PDG

7th April 2016



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