



Derby City Council

# **Delivering Differently**

## Our People

# Delivering Differently – Our People

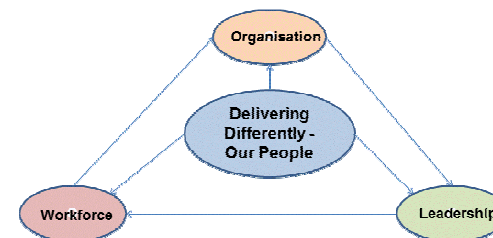


# Our People – Objectives



Leadership	
OP1	Communicating the Council's Vision and Purpose.
OP2	Promoting and embedding the leadership behaviours.
OP3	Using management information to plan our workforce.
Workforce	
OP4	Fulfilling the Employee Life Cycle.
OP5	Reviewing our approach to learning and development.
OP6	Developing our approach to reward and recognition.
OP7	Creating an agile workforce by effectively planning our future needs.
OP8	Embedding the values and behaviours of the organisation.
OP9	Reviewing a strength based approach to talent.
Organisation	
OP10	Understanding the culture of the organisation.
OP11	Promoting continuous improvement and innovation.
OP12	Reviewing how the Council measures productivity.

# Leadership



**OP1**      **Communicate the overall vision and purpose of the Council as a modern, flexible and resilient organisation.**

*Outcome: All employees are aware of why their role is important in achieving the Council's vision and purpose.*

**OP2**      **Promote and embed the leadership behaviours. Seek to develop leadership capacity within the Council to improve performance management.**

*Outcome: All managers aspire to improve their leadership skills based on the leadership behaviours.*

**OP3**      **Review the management information that is currently available and determine what additional information is required. Move to a system of predictive workforce planning based on high quality management information and intelligence.**

*Outcome: Managers have access to more up-to-date, relevant management information to support making workforce decisions.*

# Workforce



- OP4 Fulfil the Employment Life Cycle through providing the policies and practices which support each element of the journey.**

*Outcome: Everyone understands the employment lifecycle and their journey along it.*

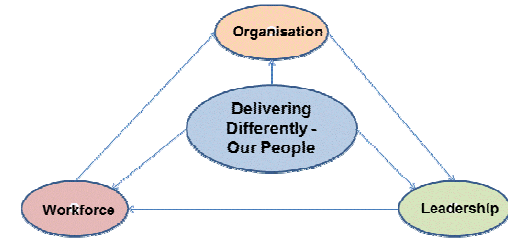
- OP5 Review the Council's current approach to learning and development and implement the changes needed to develop the workforce.**

*Outcome: All employees have access to appropriate and blended learning and development opportunities to help them meet their agreed objectives.*

- OP6 Develop the Council's approach to employee reward and benefits.**

*Outcome: Employees are valued and feel their contribution is recognised and rewarded.*

# Workforce



- OP7**      **Develop a corporate approach to workforce planning which enables specific services to plan their future workforce needs including the development of agile working.**

*Outcome: The right people with the right skills in the right place at the right time.*

- OP8**      **Promote and embed the values and behaviours of the organisation.**

*Outcome: All employees understand and demonstrate the standards and behaviours expected of them.*

- OP9**      **Review the adoption of a strengths based approach to support the diversity of talent in the workforce.**

*Outcome: Identify and maximise the potential of all employees.*

# Organisation



- OP10** Assess and benchmark the current culture of the organisation using an employee survey. Review the results and determine what needs to change.

*Outcome: Senior managers understand the current culture of the Council, and put actions in place to bring about organisational change where it is needed.*

- OP11** Nurture a culture of continuous improvement and innovation.

*Outcome: All employees have the opportunity to contribute to improving the organisation.*

- OP12** Review how the Council measures productivity and make sure we get the best value out of each hour.

*Outcome: Employees are working smarter every hour to achieve the Council's vision and purpose.*