

## **People Strategy Achievements 2010-2011**

### **People Strategy Themes**

#### **Theme 1: Developing and delivering leadership**

- i) New Communications Strategy which includes:
  - i. One Brief: communication document which is cascaded throughout the organisation and provide an opportunity for employees to give feedback to The Chief Executive, The Executive Team and Senior Managers.
  - ii. One Council
  - iii. New Senior Manager briefings led by the Chief Executive.
- ii) Proposed Corporate and Leadership behaviours with a proposal for a new performance appraisal process which will include Corporate Values and Behaviours and leadership expectations.
- iii) Updated Leadership Development Programme which includes:
  - i. MBA in Leadership
  - ii. Institute of Leadership and Management (ILM) qualifications
  - iii. New Skills for Wirral Managers: a suite of learning and development courses accessible to all managers.

#### **Theme 2: Developing our organisation, communication and culture**

- i) New Coaching Programme which is part of an award-winning Coaching Academy programme across Merseyside.
- ii) New Mentoring Programme which is part of the Merseyside Mentoring Scheme.
- iii) New Change Management Training which is targeted to meet the different needs of managers and employees. 366 attendees in 2010-2011.

#### **Theme 3: Developing skills, capability and capacity to deliver performance**

- i) New training programmes to respond to the needs of the Strategic Change Programme, including project management and change management.
- ii) Development of a shared virtual space for on-line training: E-nable. On-line courses include Attendance Management, Data protection, Introduction for Local Government and Stress-Buster.
- iii) Development and implementation of a Multi-agency Safeguarding Training Plan.

- iv) One learning and development programme across the Council which has led to a more efficient and effective service.

#### **Theme 4: Delivering performance through an effective management framework and efficient processes**

- i) A number of key policies have been updated and agreed including:
  - i. Redeployment and Redundancy (11 November 2010)
  - ii. Restructuring Policy (11 November 2010)
  - iii. Fixed Term Contract (11 November 2010)
  - iv. Transitional Pay Policy (11 November 2010)
  - v. Changes to the Policy on Discretionary Severance Payments (11 November 2010)
  - vi. Safer Recruitment and Employment Policy (23 November 2010)
  - vii. Attendance Management (23 March 2011)
  - viii. Agile Working Policy (27 January 2011)
- ii) Roll out of Selfserve system as part of the Transforming Business Support project introduced to streamline administrative processes across the Council.

#### **Theme 5: Delivering our role as a good employer**

- i) New health and well-being strategy including:
  - i. Fit for Wirral framework
  - ii. Workplace Well Being Charter
  - iii. Ongoing health and well being events
- ii) Completed Early Voluntary Retirement/Voluntary Severance exercise with a comprehensive support programme, including a helpdesk, a skills programme, significant redeployment, and change management training and support.
- iii) Improved Apprenticeship Programme, including an increase in the number of Apprentices from 12 to 74 in 2010-2011. The Council received a North West special recognition award to recognise its significant contribution to developing and growing Apprenticeships in the region.
- iv) Established Graduate Programme, developed to provide additional resource in key priority areas across the Council.
- v) Programme of work placement opportunities across the Council.