Achieving Excellence Through People

Strategic Framework

- Preparing for change
- Strategic Gap – People/OD issues
- A sustainable workforce

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Strategic Framework

- Local Government Driven
- Collaborative
- Ownership
- Control

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Strategic Fit

- ICE/RPA
- Local Government Ownership
- Local Government Collaboration
- Endorsement
- Backed up by Action Plans and Processes

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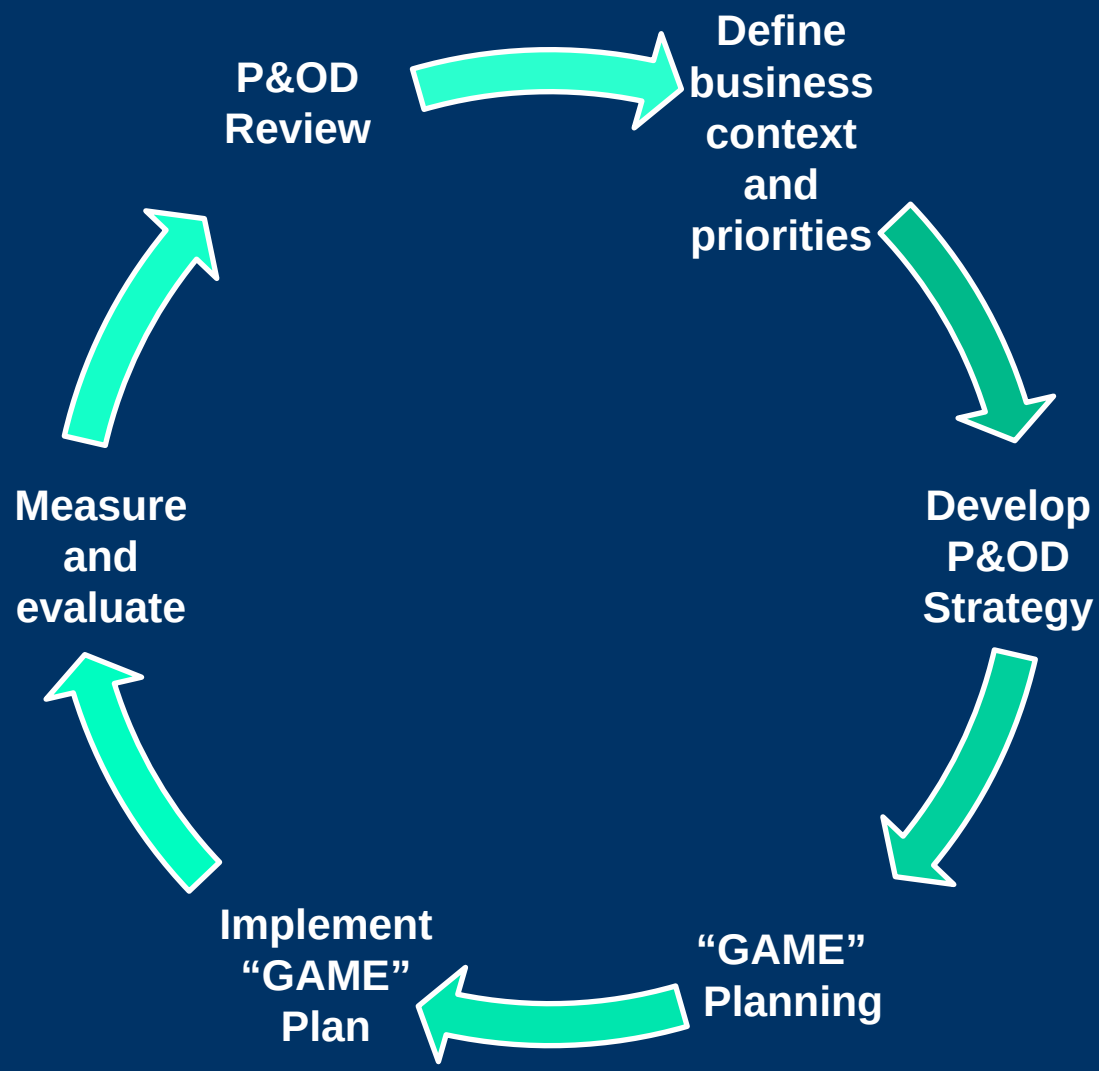
Developing and Managing the Framework



Strategic Pillars

Effective Local Government

- Leadership
- Performance Culture
- Employee Relations
- Pay and Reward
- Talent Management
- Learning Organisation

People and Organisation Development Strategy

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Leadership

- Courageous, innovative, ambitious, pro-active
- Develop leadership capability
- Leadership at all levels

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Performance Culture

- Alignment of individual and council goals
- Continuous development and feedback
- Environment for continuous improvement

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Employee Relations

- Delivers results
- Enables change at sector and council level
- Provides consistency

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Pay and Reward

- Effective management of Pay and Reward across the sector – profile/consistency/models
- Flexible, motivated workforce
- Meet efficiency targets

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Talent Management

- Cultural shift
- Attracting, retaining, developing and deploying
- Managing workforce profile – e.g. Critical Skills and sharing of skills
- Succession and career management
- Systems, processes, procedures

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Learning Organisation

- Learning organisations
- Managers creating climate for learning
- Individual ownership of their learning and development

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Approach to Delivery

- Steering group for delivery
- Working groups for each of the 6 pillars
- Consultation with stakeholders regarding delivery