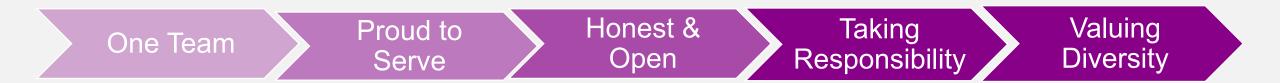
People Strategy – Scrutiny Meeting 23rd January 2023





How the People Strategy has been developed

- Use of **workforce data** to identify key challenges, emergent trends, and strategic improvement actions
- Closely referenced to the Mayor's Business Plan and links with organisational performance evaluation, to ensure strategic alignment
- Employee voice guiding the strategic aims (the seven pillars) derived from Staff Networks, Teas Talks, Guardians' scheme, Trade Unions, staff survey results and a large number of focus groups held by Chief Executive and Assistant Chief Executive



How the People Strategy has been developed

- Crossing the Threshold, the Council's culture change programme that has been taking place during April – September 2022. A programme that has allowed space for staff to consider how to shape the Council for the future
- Human Resource Management assessment and SWOT analysis
- Overview from the Greater London Provincial Council
- Learning from the Equality, Diversity and Inclusion Board jointly chaired by the Chief Executive and the Head of Organisation and Development



People Strategy - Governance and Evaluation

- The People Strategy is a standing item on the **Workforce Internal Control Board**, co-chaired by the Chief Executive and Chief People Officer
- Development of a detailed delivery and action plan with monthly highlight reports that assess progress and impact of the People Strategy, as a standing item, using red/amber/green progress assessment and overseen by the Project Management Office
- Workforce Board Internal Control Board to be accountable to the Transformation Board and Corporate Management Team in recognition that this strategy is a high priority for the Council to ensure effective Senior Responsible Officer oversight
- Multi-representative/disciplinary working groups for each of the 7 pillars
- Inter-dependencies with the Equality Diversity and Inclusion Board



People Strategy – Communications Plan

- A supporting Communications Plan is being developed with Internal Communications colleagues to ensure the whole workforce is involved and part of development of bringing the strategy to life
- Regular feedback from the Workforce Board to the workforce to engender openness and transparency
- Ongoing engagement and progress updates with staff network groups

