

THEMES	OBJECTIVES	OUTCOMES	PROGRAMMES / ACTIVITIES
Culture Change Supporting the transformation agenda and enabling the workforce to meet the challenges presented by PSR	To support the Workforce Transformation project via the use of diagnostics and interventions	ICD & LCO are enabled to deliver the objectives of the Health & Social Care Transformation agenda	<ul style="list-style-type: none"> Supporting LWTG Work streams Board/ Team Development ICD / LCO/ Partners Bespoke Team Development
	To support teams across the organisation in enhancing their effectiveness via the co-production of interventions directed towards their development	Supported teams are able to articulate and demonstrate improvements	<ul style="list-style-type: none"> Bespoke Team development (new and existing teams) Focused activities relating to PSR & Community consultation
	Implementation of an updated PDR process, talent conversation tool and new values and behaviours framework	Talent conversations and the values and behaviours framework are future focussed and support delivery of the transformation agenda, PSR and the corporate plan	<ul style="list-style-type: none"> Implementation across the organisation of a revised PDR process incorporating the new values and behaviours framework
Leadership Development Inc. Succession planning and talent management	To grow the capacity and capability of Leaders across the whole organisation to support PSR, Place based delivery of Services and the transformation agenda	A more able and qualified Leadership group is created. The impact of Leadership development is tracked via staff surveys etc.	<ul style="list-style-type: none"> LT & WLT development Rochdale Leadership Academy New Managers Programme Aspiring Leaders programme
Staff Engagement	Colleagues are able to articulate organisation objectives and are fully engaged in using their skills to support the transformation and improvement to service delivery	Outcomes are tracked via the employee survey and citizen satisfaction. Citizens are engaged in service design and delivery	<ul style="list-style-type: none"> “Your place in Rochdale” briefings & follow up sessions Development and analysis of Staff Survey
Health, Safety & Wellbeing	To promote a safe and healthy workforce to support job satisfaction, productivity and service delivery	A wellbeing strategy is developed and implemented and improvements are tracked via staff survey, sickness reporting and incident recording and reporting	<ul style="list-style-type: none"> Develop and Implement Wellbeing strategy
Learning & Development	To support the development of colleagues via the provision of high quality and up to date e-learning materials and face to face programmes	e-learning programmes are continually developed and improved Relevant face to face provision is designed, developed and delivered	<ul style="list-style-type: none"> Me-Learning Platform Content Development Stand-alone menu based programme: Health & Well-being; Equalities.

Achievements:

- Cultural diagnostic undertaken in ICD (July 2019) enabling action planning to build on integration to date
- Coaching support provided to ICD SMT members
- Bespoke ICD Team Development Activities delivered to:

ICD Service briefing – Open Space Event (01.11.18), All ages Commissioning (20.09.18 & 23.11.18), ICD SMT (02.07.19), Adult Commissioning Team (11.09.18, 15.01.19, 03.05.19 & 16.07.19), Programme Delivery Unit (20.12.18 & 20.08.19), joint PDU/All Ages event (14.11.19) resulting in enhanced team effectiveness as measured by diagnostic interviews

- Development and delivery of “changing the conversation” workshops for organisation leaders (14.08.19 & 05.11.19) & 21st Century Public Servant - University of Birmingham research team members (20.11.18)
- Team development to support the integration of new teams and the effectiveness of existing teams across the organisation:

Public Protection Managers (21.09.18), Youth Service – Children’s Services (02.10.18), Licensing Team – Public Protection (24.10.18), Environmental Health Team – Public Protection (26.10.18), Public Protection Service – neighbourhoods (10.10.18 & 16.11.18), Legal Services SMT – Resources (18.01.19), Trading Standards – Neighbourhoods (25.10.18 & 10.05.19), Governance & Business Support - Adult Care: Coaching Skills (16.05.19), Personal Budgets Team – Adult Care (31.07.19), Client Financial Affairs - Adult Care (13.08.19 & 26.09.19)

- Leadership Academy Cohort 1 successfully delivered and positively evaluated by both delegates and their line managers. All cohort 1 members achieve qualification at ILM Level 5. Cohort 1 to design and deliver our first Rochdale Leadership Conference in February 2020,
- Cohort 2 have presented their projects / programme learning in September & October 2019 to Wider Leadership Team Members (Evaluation to follow)
- Cohort 3 recruitment commenced September 2019
- Staff Engagement Events delivered and positively evaluated – March 2019

THEMES	PROGRAMMES / ACTIVITIES	Due / Review Date
<ul style="list-style-type: none"> • Culture Change • Supporting the transformation agenda and enabling the workforce to meet the challenges presented by PSR 	<ul style="list-style-type: none"> • Supporting LWTG Work streams • Board/ Team Development • ICD / LCO/ Partners • Bespoke Team Development • Bespoke Team development (new and existing teams) • Focused activities relating to PSR & Community consultation • Implementation across the organisation of a revised PDR process incorporating the new values and behaviours framework 	<ul style="list-style-type: none"> • Ongoing / 31.03.20 • Ongoing / 31.03.20 • Ongoing / 31.03.20 • Ongoing / 31.03.20 • Ongoing / 31.03.20 • Ongoing / 31.03.20 • Ongoing / 31.03.20 • September 2020
<ul style="list-style-type: none"> • Leadership Development • Inc. Succession planning and talent management 	<ul style="list-style-type: none"> • LT & WLT development • Rochdale Leadership Academy • New Managers Programme • Aspiring Leaders programme 	<ul style="list-style-type: none"> • Ongoing / 31.03.20 • January 2020 • March 2020 • July 2019
<ul style="list-style-type: none"> • Staff Engagement 	<ul style="list-style-type: none"> • “Your place in Rochdale” briefings & follow up sessions • Development and analysis of Staff Survey 	<ul style="list-style-type: none"> • March 2020 • September – December 2019
<ul style="list-style-type: none"> • Health, Safety & Wellbeing 	<ul style="list-style-type: none"> • Develop and Implement Wellbeing strategy 	<ul style="list-style-type: none"> • September 2019
<ul style="list-style-type: none"> • Learning & Development 	<ul style="list-style-type: none"> • Me-Learning Platform Content Development • Stand-alone menu based programme: Health & Well-being; Equalities. 	<ul style="list-style-type: none"> • Ongoing / 31.03.20 • Ongoing / 31.03.20