








PEOPLE STRATEGY THEME			
<p>We want our employees to have a positive experience of working for the council. We know that when our employees have the right tools and a positive working environment they can achieve great things. Our goal is to create an environment where everyone can thrive.</p> <p>The programme outlines a desired operating model for the council, built on a culture of trust, inclusion, empowerment, collaboration and learning. We aim to make that the experience of everyone who joins our team.</p>	<p>We want our employees to have a positive experience of working for the council. We know that when our employees have the right tools and a positive working environment they can achieve great things. Our goal is to create an environment where everyone can thrive.</p> <p>The programme outlines a desired operating model for the council, built on a culture of trust, inclusion, empowerment, collaboration and learning. We aim to make that the experience of everyone who joins our team.</p>	<p>Provide a safe and healthy working environment</p>	<p>Empowerment</p>
		<p>An employment relationship built on quality conversations, trust and psychological safety</p>	<p>Empowerment</p>
		<p>We are an inclusive employer</p>	<p>One council one place Empowerment</p>
		<p>Develop ways to involve employees and capture their voice</p>	<p>Empowerment Involvement</p>
		<p>Leaders will provide clarity on our goals, priorities and standards empowering employees to find</p>	<p>Empowerment</p>
			<p>Agile</p>

PEOPLE STRATEGY THEME			

PEOPLE STRATEGY THEME			
	<p>We want to encourage and develop a growth mind-set at individual, team and organisational level. We will create a culture where reflection and learning is celebrated and helps us to improve and continuously develop our approach at all levels. Our leaders will take their own development and growth seriously, adopting a growth mindset, championing change and embedding a culture of reflection and learning within their teams.</p>	<p>Embed coaching to support learning and change</p>	<p>Learning council Empowerment</p>
		<p>Redesign our corporate learning programme</p>	<p>Learning council Empowerment</p>
		<p>Redesign our leadership development to deliver our target operating model and make our council a great place to work</p>	<p>Learning council Empowerment</p>
		<p>Acknowledge and celebrate our successes and share learning when things don't go to plan</p>	<p>Learning council Empowerment One council one place</p>

PEOPLE STRATEGY THEME			
A large light green circle is centered in the first column of the table body.			

