

Corporate Workforce Development Plan

2018 - 2020



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The Corporate Workforce Development Plan sets out the actions that arise from the People and Workforce Development Strategy. The plan involves aspects of the Investors in People Continuous Improvement plan and actions that involve the IIP Group. Additionally there are actions for SMT and other managers. The timescale of the plan is necessarily over two years; however this may be subject to change depending on the outcome of the Northamptonshire Unitary Review and the subsequent plans for change which may involve different priorities.

Theme	Action	Who	Target Date for Completion
Valuing our People	Ensure that the organisation has the right resource, capability and talent to achieve immediate and strategic ambitions now and in the future.	HR	Ongoing
	Develop and launch a recruitment microsite to act as a basis for the DDC employer 'brand'	HR	September 2018
	Developing our use of social media for recruitment advertising	HR	December 2018
	Recruitment of new Apprentice intake and managing a programme of learning	HR	October 2018
	Reviewing recruitment and selection procedure to provide a clear process and rationale for open and fair recruitment; potential	HR	March 2019



	changes around 'Brexit'		
	Developing a Reward and Recognition Strategy	HR /IIP Group	June 2019
Developing our People	Build individual and organisational capability and knowledge to meet current and strategic requirements, and create a learning culture to embed capability development.	HR/SMT	Ongoing
	Reviewing and developing a revised appraisal/one2one process	HR/IIP Group	December 2018
	Reviewing and providing fresh guidance on the values and how to apply the associated behaviours.	HR/IIP Group	December 2018
	Developing a talent management strategy to include succession planning	HR/ IIP Group	June 2019
	Develop guidance for the use of management competencies in day to day practice	HR/IIP Group	December 2018
	Management development programme – focus on resilience building, motivating teams and individuals to be 'change ready'	HR	December 2018
	Reviewing the learning and development strategy to ensure understanding of how training and development can be accessed	HR	December 2018



	Evaluation of learning and development actions	HR/IIP Group	June 2019
Transforming our Organisation	Identify organisational and individual capability requirements and align strategy, people and processes to optimise effectiveness and achieve organisational goals	HR	Ongoing
	Risk management training - addressing the risks arising from change and future service development	Risk Management Working Group	
	Developing understanding of the Council and its context and using insights to tailor strategy and solutions to meet organisational need, now and in the future	HR	Ongoing
	Relaunch of Appraisals /One2One process – training for managers in discussing and applying the behaviours – (it's 'how' we do things as well as what we do)	HR	March 2019
Preparing for Change	Provide advice and support to employees and managers during change; anticipate and support the organisation through barriers and resistance to change	HR	Ongoing
	Management development programme – focus on resilience	HR	December 2018



	building, motivating teams and individuals to be 'change ready'		
	Providing open communications channels with employees and trade union, communicating proposed changes clearly and transparently	SMT	Ongoing
	Exploring options for future service delivery, identifying opportunities to work with partners with a focus on providing resilient and effective services for our communities	All managers	Ongoing

