

**REPORT TO:** Executive Board

**DATE:** 17 September 2020

**REPORTING OFFICER:** Strategic Director, Enterprise, Community & Resources

**PORTFOLIO:** Resources

**SUBJECT:** Organisational Development Strategy 2020-2023

**WARDS:** Borough-wide

## **1.0 PURPOSE OF THE REPORT**

- 1.1 To provide Executive Board with an overview of the new 1-page Organisational Development (OD) Strategy 2020-23.

## **2.0 RECOMMENDATION: That**

- 2.1 Executive Board to note the OD Strategy 2020-23

## **3.0 SUPPORTING INFORMATION**

- 3.1 A contemporary approach has been adopted in the development of the OD Strategy. No longer is it appropriate to have lengthy and time consuming strategies that few employees have the time or inclination to read and digest. However, detailed research and links to other Council policies, exit interviews, corporate peer review, corporate values and the 2019 staff survey have all been factors in the design and content.
- 3.2 The design of the strategy is intended to be visually impactful and it will be placed in prominent locations in all Council buildings (A3 size), with the intention of creating conversations and therefore, engagement with the behaviours and values.
- 3.3 The OD Strategy focuses on 7 key development categories' and associated behavioural statements linked to each category. The behavioural statements demonstrate the attitudes and approaches to be taken whilst at work. They state how we do things, how we treat each other, what we say and how we say it and how we expect to be treated. The behaviour statements will support us to celebrate our achievements, communicate our achievements, talk about our aspirations and express how we would like to develop.
- 3.4 The OD Team continue to design and develop interventions that support the OD Strategy. With this in mind, The Leadership & Management

Mandatory Training Framework will soon be completed and will be presented to Management Team in the coming months for approval.

#### **4.0 POLICY IMPLICATIONS**

- 4.1 The adoption of the Organisational Development Strategy will require an update of the existing Learning and Development Policy. No new policies are required.

#### **5.0 FINANCIAL IMPLICATIONS**

- 5.1 No additional costs

#### **6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

- 6.1 Corporate Effectiveness and Business Efficiency: The OD Strategy embraces a modern approach to supporting employees' and managers' to be the best.
- 6.2 Employment, Learning & Skills in Halton: Ensuring that the Council is an employer of choice for Halton and the surrounding area.
- 6.3 Environment & Regeneration in Halton: Providing clarity to the community that Halton has robust and contemporary approaches to delivering services and developing the Borough.
- 6.4 A Healthy Halton: Demonstrating how the organisation is committed to a healthy workforce alongside the community

#### **7.0 RISK ANALYSIS**

- 7.1 No risks identified

#### **8.0 EQUALITY AND DIVERSITY ISSUES**

None. The OD Strategy is inclusive and is designed to afford the same routes of opportunity to all Council employees.