



# WDC People First Priorities

## Excerpt from the People & Technology Service Plan Actions for 2021-2022

- Embed good people practice through a focus on employee well-being, sound policies and workforce planning
- Build workforce skills and support for the future across all services through innovative development programmes and bespoke interventions
- Lead in the design and support for modernised services through fit for service reviews and digital transformation



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### Support and build workforce skills

- Employee Development
- Leadership & Management Development
- I-Learning
- Coaching & Mentoring
- Elected Member Development
- Digital Skills
- Wellbeing support
- Be the Best Conversations
- Training Budget



Change & Digital

### Digital

- Fit for Future service review programme
- Fit for Future measurement of impact
- Data Maturity and Governance
- Data Community
- Service Design – maximising use of approach corporate wide



Strategic HR  
Wellbeing

### Employee Wellbeing

- Reporting and Governance
- Skills and Leadership development
- Engagement to raise awareness and hear employee voice
- Data analysis and trends
- Partnership Management with support providers



Strategic HR  
Workforce Planning

### Workforce Planning

- Console development
- Improved data analytics
- Automation and CI of processes
- General WFP training and awareness
- Equalities action plan
- Promotion of human centered management
- Culture change



Strategic HR  
Employee Engagement

### Build Employee Engagement Framework where people come first

- Increase usage of Trickle and effective use of trickle data to inform action
- Employee Recognition Awards
- Be the Best Conversations
- Improve people practice