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Human Resources and Organisational Development

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Structure



- Gordon McFarlane Acting AD
- · Rachel Hobbs Head of Resourcing
- Catherine Jones Head of Strategy and Policy
- Vikki Oakes Head of HR Business Operations
- Sue Cooper Head of Organisational Capability

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Resourcing – Issues and Challenges



- · Create a clear employer brand
- Safe recruitment agenda including ISA implementation
- · Handling volume, but also ensuring quality
- Exploiting commercial opportunities -
 - · Agency contract
 - · Heart supply agency
- Workforce planning

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Strategy and Policy – Issues and Challenges

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- Fit for purpose, modern policies and procedures
- Timely, accurate and relevant management information
- · Quality of trade union relationships
- · Harmonisation project

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HR Business Operations – Issues and Challenges



- High quality and efficient transactional processes
- Quality and cost of our offering to schools commercial opportunity?
- · Business Partner model support / coaching
- Flexible resources and support high volume of organisational change and transformation

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Organisational Capability – Issues and Challenges

- Core learning and development programmes
 linked to statutory workforce strategies
- Organisational Development strategy create and shape culture
- Importance / consistency of staffengagement
- Help to create 'one Council' with clear, visible leadership
- · Achieve IiP and other reputational awards

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Summary

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- · Challenging organisational agenda
- HR improvement journey
- Importance of partnership working within Corporate Resources
 - People

 - Budgets

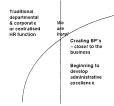
 - ContractsTechnologyProperty
- Exploit opportunities for partnership / shared services

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HR improvement journey



Change curve for delivery model



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