### **Future New Forest**

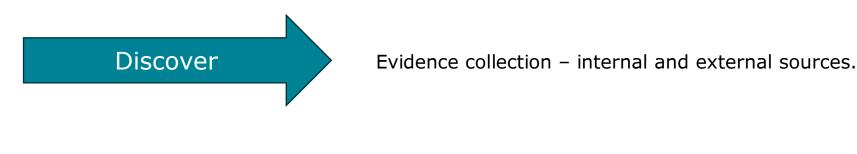
Transforming tomorrow, together

# People Strategy

2025 - 2029



# Stages of Strategy development



Design

Key themes that represent NFDC journey.

Accessible, understandable and memorable visual concept.

Deliver

Action plan aligned to the themes. Three phases over five years.



## Discovery sources

HR Peer review

External forces & best practice

Corporate Plan & Future New Forest

**People Strategy** 

Workforce data

Employee survey results & 10-point plan/actions

Feedback from the HR & Comms teams, and staff groups

Leadership team feedback

# Discovery Headlines - what we're doing well

- Corporate plan Awareness and understanding
- Wellbeing support
- Cohesion within teams
- Line management support
- Early careers
- Recruitment & onboarding process
- Existing staff committed staff with appetite for change



## Discovery Headlines – to address

#### **Recruitment & Retention**

- National & Regional recruitment and retention issues in Local Government
- Attracting diverse applicants, but not pulling through to hires
- Ageing workforce
- Pay & Reward disparities

#### **Diversity & Inclusion**

- Workforce data tells us we lack diversity
- Significant differences in ration of men and women in middle management, and fewer women entering leadership roles

#### **Learning & Careers**

- National Skills shortages, development of Skills England
- Apprenticeship Levy pot to utilise and develop our talent for the future
- Lack of career path and general development opportunities

#### **Culture**

- People can feel fearful of making mistakes
- Concerns around unacceptable behaviour and inappropriate language
- Resilience and readiness for change
- Silo working

#### **Leadership & Management**

- Inconsistent management practices
- Lack of accountability and autonomy

#### Communication

 Lack of consistent messaging across the workforce by appropriate methods

## Employer of Choice

### At NFDC we:

- attract and retain the best people.
- learn and develop in our roles and our careers, performing to our best ability.
- are recognised and rewarded for the contributions we make.
- have the confidence to put forward ideas, try out new concepts and take actions within clear boundaries and expectations.
- work together with our colleagues across the Council, partners and community.
- are included and have a strong sense of belonging.
- know how our work makes a difference to the community we serve.
- are open, sharing our experiences, and learning from each other.

Employer of Choice:

grow connect empower



### grow

Learning & Development
Talent management
Workforce planning
Early career roles
Mandatory training
Performance management
Leadership &
management development
Career pathways

# Employer of Choice: grow connect empower

### connect

Collaboration –spaces and opportunities
Ongoing engagement with all staff Sharing learning and best practice Partnerships and Community Internal Comms
Staff networks

### strong roots

HR practices
Health & Wellbeing offer
Pay & Reward (inc non-pay benefits)
Recognition scheme
HR policies and procedures
Flexible working
Behaviours framework
Leadership and management
competencies
Job descriptions
Data
People team

### empower

Targeted support for teams in change
Digital skills for all
Fit for future skills - change, customer
focus, co-production.
People managers essentials
programme
Coaching, mentoring & buddying
Inclusive action
Team development
Effective org/team structures



### Culture









## People strategy action plan

Theme	Establishing Foundations	Building our capabilities	Embracing excellence
strong roots			
Grow			
Connect			
empower			