

Growth and *Goals* conversations

3 months post-implementation

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Overview

- 250 G&G's completed in 3 months
- Survey to review manager feedback on:
 - holding the conversations
 - meaningful conversations training
 - using the process and forms
- Sent to 144 reporting managers
- 21 respondents (15% of managers)
- 84% rated the conversations Good or Excellent (remaining 16% = Fair)



G&G Purpose



- Move away from annual reviews and 1:1's
- Frequent, positive, proactive and meaningful conversations
- Help us stay agile and ready for the future
- Consider:
 - wellbeing and resilience
 - Reflect past achievements and performance
 - Look ahead to future goals
 - Discuss and review development opportunities
- Have a simple way to record and monitor level of conversations
- Ability to log and review training needs

21 responses submitted

Which aspect of the new process do you find most valuable? (you may select multiple answers)



21 responses submitted

Do you feel the communication about Growth and Goals was adequate?

95%
Yes

5%
..

21 responses submitted

Have you made use of the Growth & Goals toolkit to support your conversation?

100%
Yes

21 responses submitted

Do you know where to access the Growth and Goals Toolkit, forms and other supporting resources?

90%
Yes

10%
..

21 responses submitted

Are you aware of the new way to log Learning and Development requests?

56%
Yes

28%
Would like more
information

14%
No

For each statement below, choose the response that best represents your opinion.

Strongly Agree Agree Disagree Strongly disagree Neutral

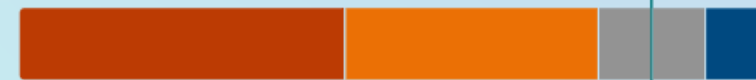
The training clearly explained the purpose of Growth and Goals Conversations, aligned with new tools and organisational...



The content of the training was relevant and practical



The training improved my confidence in having Growth & Goals Conversations



The examples and scenarios provided were helpful



The training was engaging and easy to follow



I feel better equipped to handle challenging conversations after the training



The training helped me understand the benefits of high-quality conversations for myself, my team, and the wider organisation



Do you have any additional feedback about your experience with Growth & Goals conversations?

- Much better format and beneficial to both parties
- Toolkit and training really helped me to have constructive and meaningful conversations
- Relish the focus on the whole person
- Requires time to bed in to see true benefits
- Would like examples of good practice and sharing with peers
- Tips for completing the form would be helpful, eg saving part way
- More structured actions and progress metrics could benefit further



Feedback actions

- In addition to existing toolkit and videos
- Hold bite size 45 min online sessions
- Two for managers, two for employees
- Agendas suited to cover the feedback received as applicable to the audience:
 - Show and detail the toolkit
 - Demo the form for G&G and Learning
 - Demo how the learning lists works
 - Talk through corporate learning requests
 - Top tips for how managers and employees can prepare for the conversations
 - Time for questions and sharing in the group
- Promote opportunities to discuss G&G at Learning & Work Week
- Carry out another survey in 6-months – keep Form simple for now





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