

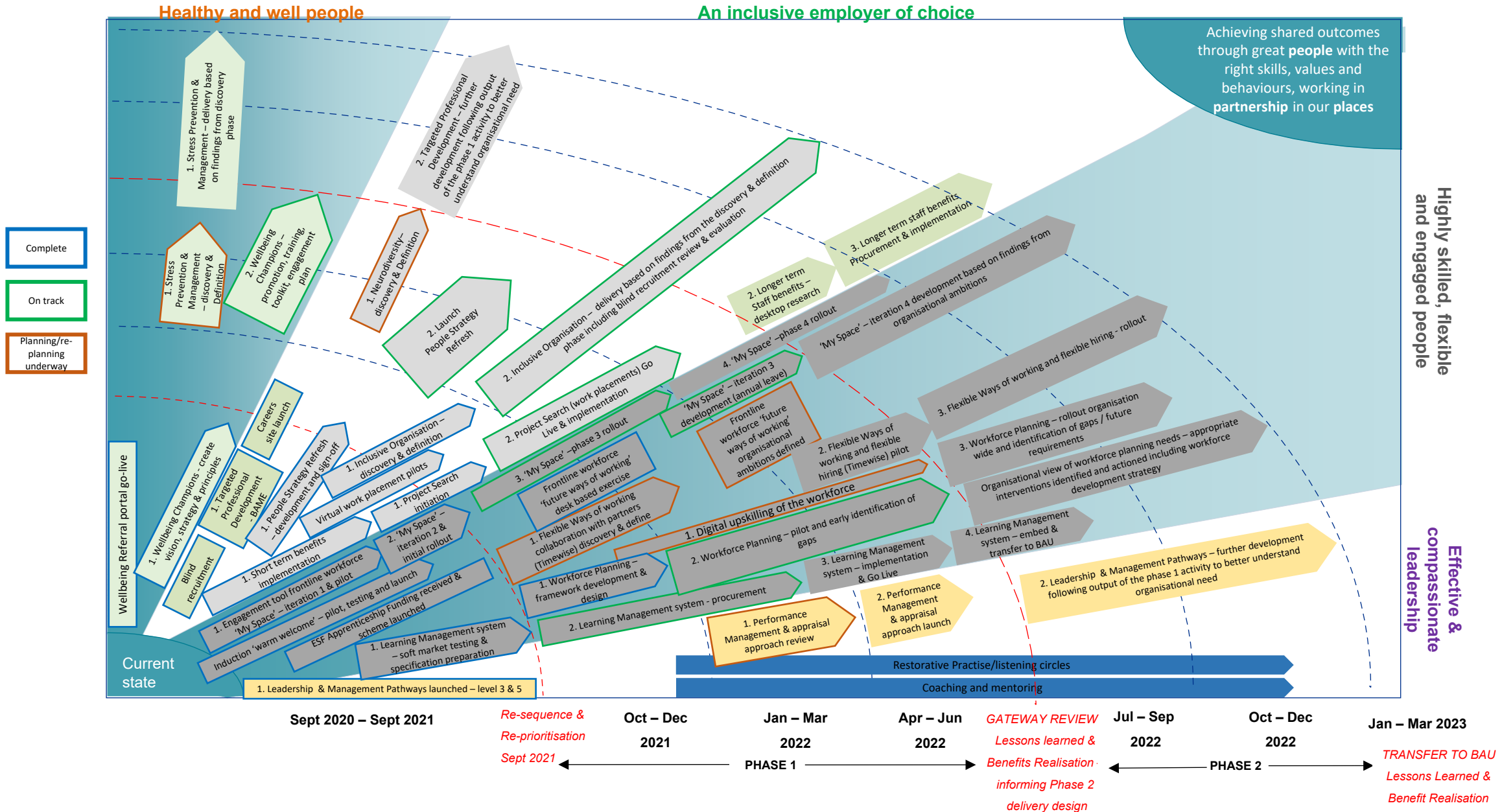
People Strategy Programme “big picture” – 3 phases

APPENDIX 3

Phase 1 – Setting the foundations
Oct 2021 to Jun 2022

Phase 2 – Responding to organisational need
Jul to Dec 2022

Phase 3 – Transition to business-as-usual & lessons learned
Jan to Mar 2023



Re-prioritised Programme Summary

PROGRAMME THEME	PROJECT	PROJECT WORKSTREAM	PROJECT LEAD	PROJECT PHASE	PROGRAMME SEQUENCE		
EFFECTIVE AND COMPASSIONATE LEADERSHIP	PERFORMANCE MANAGEMENT & APPRAISAL REVIEW		SARAH HEATON	DELIVERY	PHASE 1		
HIGHLY SKILLED, FLEXIBLE & ENGAGED PEOPLE	WORKFORCE PLANNING		MICHELLE MOSS	DELIVERY	PHASE 1		
	FRONTLINE WORKFORCE FUTURE AMBITIONS		LISA MELIA	DELIVERY	PHASE 1		
	MY SPACE – FRONTLINE STAFF ENGAGEMENT TOOL		LISA MELIA	DELIVERY	PHASE 1		
	WORKFORCE DEVELOPMENT	DIGITAL UPSKILLING OF THE WORKFORCE		PAT LEWIS	DISCOVERY & DEFINE	PHASE 1	
		KIRKLEES LEADERSHIP & MANAGEMENT PATHWAY				PHASE 2 *	
		TARGETED PROFESSIONAL DEVELOPMENT				PHASE 2 *	
		WORKFORCE DEVELOPMENT STRATEGY INCLUDING APPRENTICESHIP STRATEGY				PHASE 2	
		LEARNING MANAGEMENT SYSTEM REPLACEMENT				DELIVERY	PHASE 1
		INDUCTION					PHASE 2 *
		NEURODIVERSITY – MANAGER SUPPORT					PHASE 2
DEVELOP, SUPPORT AND HARNESS WELLBEING CHAMPIONS			DELIVERY	PHASE 1			
FLEXIBLE WAYS OF WORKING - TIMEWISE		ADELE HUMBLE	DELIVERY	PHASE 1			
AN INCLUSIVE EMPLOYER OF CHOICE	WORK PLACEMENTS	PROJECT SEARCH	SIRAJ MAYET	DELIVERY	PHASE 1 (<i>optimum time phase 2</i>)		
		VIRTUAL WORK EXPERIENCE PLACEMENTS		TRANSFERRED TO BAU			
	DEVELOPING THE LONGER TERM BENEFITS OFFER		JANINE KING		PHASE 2		
	CAREERS SITE DEVELOPMENT		CHLOE THOMAS	COMPLETE & TRANSFER TO BAU			
	DEVELOPING AN INCLUSIVE ORGANISATION (Anti-racist lens)		ALISON MONKHOUSE	DELIVERY (workstream 1 and 2 DISCOVERY)	PHASE 1		
HEALTHY AND WELL PEOPLE	DEVELOPING OUR WELLBEING OFFER		JANINE KING	COMPLETE & TRANSFER TO BAU			
	PEOPLE WITH LONG COVID		LAURA PARSONS	BAU	REMOVE FROM PROGRAMME SCOPE		
	STRESS PREVENTION/ MANAGEMENT		JAYNE HEALEY	DISCOVERY	PHASE 1		

* PAUSE until phase 2 – No further development