



Cabinet

23 June 2015

Report title	Organisational Development Strategy	
Cabinet member with lead responsibility	Councillor Paul Sweet Governance	
Key decision	Yes	
In forward plan	Yes	
Wards affected	All	
Accountable director	Keith Ireland, Managing Director	
Originating service	Transformation	
Accountable employee(s)	Charlotte Johns	Head of Transformation
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Report to be/has been considered by	Strategic Executive Board	19 May 2015
	Executive Team	3 June 2015
	Cabinet	23 June 2015
	Scrutiny Board	30 June 2015

Recommendation(s) for action or decision:

Cabinet is recommended to:

1. Approve the Organisational Development Strategy, subject to minor amendments by Scrutiny Board.
2. Delegate approval of amendments post Scrutiny Board to the Cabinet Member for Governance.

1.0 Purpose

- 1.1 The purpose of this report is to seek approval for the council's Organisational Development Strategy.

2.0 Background

- 2.1 As part of the Future People objective of the council's corporate plan priority of a 'Confident Capable Council' the Organisational Development (OD) Strategy sets out for the first time our approach to ensuring we have the right people, with the right skills doing the right things for the City of Wolverhampton.

3.0 Our Approach

- 3.1 The OD strategy has been developed in consultation with directorates, using evidence on our workforce and key issues which are not only affecting our workforce today, but may impact on the council going forward.
- 3.2 The OD strategy proposes four key priorities for the year ahead, in order support the delivery of the Corporate Plan. They are:
- i. Leadership & management
 - ii. Employee engagement
 - iii. Future skills – the directorate specific initiatives required to support workforce planning for the future
 - iv. Equality and diversity
- 3.3 The OD strategy is underpinned by more detailed delivery plans which form the work plan for the OD team within the Transformation service area. Resources will be reconfigured in order to support the delivery of the plan within the service area.
- 3.4 The OD strategy will be subject to an annual review, and regular update reports on progress will be sent to SEB on a minimum of a quarterly basis.

4.0 Financial implications

- 4.1 The Organisational Development Strategy is part of the Future People work stream. The C3 programme is intended to deliver transformation, improve efficiency and the increase the quality of services and will, therefore, directly contribute towards the delivery of the Medium Term Financial Strategy, including challenging savings requirements.
- 4.2 The OD strategy will be delivered within existing resources and provides a framework against which our reducing resources can be prioritised to ensure maximum impact on the delivery of our strategic objectives. [GE/27052015/S]

5.0 Legal implications

5.1 There are no legal implications arising from this report. [RB/2205/2015/N]

6.0 Equalities implications

6.1 The fourth strand of the OD strategy is solely focused with equalities and diversity, and brings together a number of key issues and areas for focus which have previously been discussed and agreed by the Councillor Equalities Advisory Group.

7.0 Environmental implications

7.1 There are no environmental implications arising from this report.

8.0 Human resources implications

8.1 To deliver the OD strategy, there is a detailed work plan which underpins it primarily drive by the Transformation Team. However the HR operational work plan is also in synergy with the OD strategy.

9.0 Corporate landlord implications

9.1 There are no corporate landlord implications.