













that had taken place over the last 12 months and outlined the focus of the activities of the OD team for the next 12 months.

There were two main aspects to the organisational development work: driving and facilitating the organisational change needed through cultural engagement, whilst also ensuring robust performance management was in place, supported by an appropriately skilled workforce, with a strong talent pipeline to deliver future services that were fit for purpose.

Many of the objectives of the OD Team were included in the People Strategy, which was managed as a Level 1 Project via the Project Management Office. However, the OD work extended beyond this in responding to individual service needs for interventions to improve team working and performance management and providing individual coaching to managers, where a specific need was identified.

The presentation provided information in relation to activities to support the delivery of organisational change through cultural engagement and work undertaken on talent management and workforce development over the past 12 months. The presentation also focussed on OD activities for the next 12 months and its role in laying the foundations for the ambition of achieving the Sunday Times Best Companies to Work For in 2020.

Members also viewed the Corporate Engagement video as part of the presentation.

**AGREED** as follows that:

1. The report and presentation were received and noted.
2. The Corporate Affairs and Audit Committee noted and supported the planned OD activities for the next 12 months.