

Commitment to Developing & Supporting Our Employees - Appendix A

Our Vision, Purpose and Values

The Workforce Plan is shaped by our vision, purpose and values, and reflects our commitment to continuous improvement by developing our employees.

For the council as a whole, our **Vision** is ‘working for a better future’ by

- Building on our strengths
- Protecting your lifestyle
- Ambitious for the future

Our **Purpose** is...

- Making the best use of all our resources
- Investing in infrastructure and the provision of services
- Commissioning for outcomes based on our communities’ needs
- Promoting community wellbeing and resilience
- Influencing, coordinating and supporting other organisations that contribute to the life of Lincolnshire

To deliver the vision and purpose, our Business Plan sets out our priorities. The Council’s Business Plan 2016-17 identifies 17 Commissioning strategies which set the outcomes for the Council Business Plan. These are categorised under the following four headings:-

- Our Communities are Safe and Protected from Harm.
- The Health and Wellbeing of the Population is Improved, People Remain Independent for Longer and Feel Responsible and in Control of Their Own Future.
- Businesses are Supported to Grow and Want to Invest in the County; People have the Skills and Training to Access Local Jobs, Supported by the Right Infrastructure and Environment.
- We Effectively Target our Resources, so that Individuals and Communities Experience the Desired Benefits and Results.

Commitment to Developing & Supporting Our Employees - Appendix 1 (continued)

At the heart of this plan is the Council's commitment to ensure that our employees are developed and supported to perform at their best, to deliver the Council's priorities for the benefit of our customers and communities

Our commitments are to:

- **Be a good employer** which means our people management policies are lawful and fair, consistent yet flexible, and fit for a modern authority.
- **Be a developer of people** which means we support our employees to perform well, and to be agile and skilled to respond to the ever-changing conditions that we are operating in; we define team and individual objectives so they are clearly understood; we develop strong leaders; we promote professional development and we help our employees to take responsibility for their own development and learning.
- **Be a good communicator** which means that employees feel fully informed of new developments across the council and understand what it means for them individually. We consult employees about developments and proposals at the earliest opportunity and we work in partnership with recognised trade unions.
- **Work smarter** which means we will use technology to promote innovation and change and support employees to work in a more efficient and agile way.
- **Value all our workforce** which means that everyone who works here is inspired to get the most out of their working experience and is able to make the maximum contribution to our success as an organisation

Our Values

The council has adopted a number of important values and behaviours which apply to all who work for the council. These are designed to ensure that the Council's employees and customers are treated with respect, that their expectations and concerns are treated seriously and that we all act to achieve the best possible outcomes. These behaviours form an important part of the council's overall approach to the development of employees. At the heart of the values and behaviours is the following important statement:

*We are proud to work here for the benefit
of our customers and communities.*

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|-----------------------|----------------------|
| • <i>Professional</i> | • <i>Resourceful</i> |
| • <i>Respectful</i> | • <i>Reflective</i> |

For all managers this means directing, supporting and developing employees. For all employees, it means developing skills and creating a performance climate focused on achieving our key priorities.

We will continue to support this through the implementation of the Workforce Plan to enable us to be a forward thinking, flexible organisation which can cope well with changes, challenges and opportunities.