

1. Attracting & Retaining Talent				
Workstream	Principles	Workstream Owner	Leads / Deputies	Working Group
1.1 Talent Acquisition & Organisation Orientation	To support the organisation in attracting talent and recruiting the relevant skills and abilities for current and future needs, having an impact on the long-term success of the Council	Alex Jeyes	Alex Jeyes Amy Francis Sarah Comerford	Klaudia Stando Melody Pugsley
	The design of a new induction process to ensure new starters are set up for success, which introduces them to the Council's vision, values, behaviours and cultural expectations as well as to the 'West way of working'.	Mel Berman	Melanie Berman Nicole MacDonald Vicky Wheatley	Jacob Hancox Celeste Robinson Chloe Gibbins
1.2 Talent Management	WNC to have a defined, strategic approach to attracting, identifying, developing, engaging, retaining and deploying those people whose knowledge, skills and capabilities have been identified as key to the delivery of our objectives. The Talent and Succession strategy will include fully utilise apprenticeship opportunities.	Alex Jeyes	Alex Jeyes Amy Francis Sarah Comerford	Melody Pugsley Emma Cooper (HR Advisory)
1.3 Pay, Reward & Recognition	WNC has a pay and reward strategy that provides financial wellbeing to all its staff and is a key tool in attracting and retaining employees, motivating them to deliver consistently effective performance against the corporate objectives. The pay and grading structure is underpinned by an analytical job evaluation system which is applied consistently and there are robust organisational controls in place.	John Desborough	Alison Golding (SRO) John Desborough Harvie Hughes	Andrew Cheyne Sarah Comerford Nik Wiles Marie Alland
2. Achieving Our Goals Through Our High Performing & Flexible Workforce				
Workstream	Principles	Workstream Owner	Leads / Deputies	Working Group
2.1 Leadership and Management	To develop leaders for the current environment whilst enabling them to deliver future ambitions and clearly setting organisational wide management standards based on listening and learning from our current high performing teams.	Emma Cooper	Alison Golding Melanie Berman Emma Cooper (L&D)	Clare Young Karen Hutchinson
2.2 Establishing High Performing Teams	To develop a progressive and effective performance management programme for the Council. Supporting employees to achieve their potential, career goals and best selves to deliver for West Northamptonshire Council's residents	Clare Young	Clare Young Alison Golding	Clive Marshall Celeste Robinson Harvie Hughes
2.3 Diversity & Inclusion	Equal access to opportunity within the workplace. It is proven to improve the cultural and success of organisations by bringing together a wealth of experience and ideas. How the Council approaches diversity and inclusion in the workplace should reflect our ambitions for residents and vice versa.	Amy Francis	Amy Francis Zoe White	Caroline Napier Karen Hutchinson
2.4 A Culture of Learning and development	WNC encourages a learning culture across our workforce through the use of in house training and development programmes, apprenticeships, clear career pathways and Graduate development/shining stars programmes and this culture is a key attraction tool and also enables the organisation delivery the corporate priorities through innovation.	Vicky Wheatley	Gabriella Mercuri Melanie Berman Vicky Wheatley	Helen Ramos Clive Marshall Emma Cooper (L&D)
2.5 Organisational Design & Development	Business partnering the organisation for transformation. Supporting and advising on service design, spans and layers, following corporate wide direction and encouraging digital analysis as part of the design of services	John Desborough	John Desborough	
3. Creating A Culture of Engagement & Wellbeing				
Workstream	Principles	Workstream Owner	Leads / Deputies	Working Group
3.1 Culture & Engagement	WNC to have one clearly defined, high performing organisational culture based on trust and a strong psychological contract. Employees are motivated and engaged, working in cohesive teams that collaborate across the organisation. Individuals and teams are clear on how they contribute to the success of the organisation, and their part in delivering the council priorities (the golden thread).	Rose Kavanagh	Alison Golding Rose Kavanagh Clare Young	Harvie Hughes Rachel Wilson Klaudia Stando
3.2 Work Environment	To make best use of assets to achieve the Council's priorities. Supporting employees to succeed in work/life balance that supports their role and our residents requirements. Supporting employees through the initial changes to a blended work environment whilst supporting their performance, development and wellbeing. Ensuring the blended work environment enables the Council and it's employees to be high performing and thrive	Clare Young	Clare Young Harvie Hughes	Marie Alland Steven Sparrow H&S L&D
3.3 Wellbeing	A holistic approach to wellbeing should be a key part of our employer value proposition and brand and will support us to retain and attract talent, support our employees and help them to reach their potential. This will increase resilience and improve performance	Gill Kennedy	Gill Kennedy Lucy Green	Caroline Napier Melody Pugsley Zoe White Melanie Berman

	Programme
	Workstream
	Project
	Tasks

Workstreams Leads
Alison Golding
Clare Young
Rose Kavanagh
Gill Kennedy
Harvie Hughes
John Desborough
Amy Francis
Zoe White
Alex Jeyes
Sarah Comerford
Mel Berman
Nicole MacDonald
Vicky Wheatley
Gabi Mercuri
Emma Cooper