

IIP CORPORATE ASSESSMENT FEEDBACK (2006)

KEY STRENGTHS

Planning & Consultation

- Structured planning process in place
- People have a clear understanding of the links between team targets and corporate objectives
- People are able to give examples of how they contribute to the achievement of organisational objectives and how progress will be monitored.
- Most people are able to make clear links between their own development activities and the impact on their team, service area and the organisation.
- The majority confirm that they are fully consulted and involved in planning activities and believe they have an opportunity to provide input.

Personal Development Planning & Shared Learning

- Strong commitment to staff development throughout the Council
- Appraisal process very well embedded across most of the organisation – the majority commenting positively on its effectiveness
- Learning and development opportunities are widely available and fully supported by managers.
- Many examples of people sharing experience and knowledge and learning from each other.
- Cost effective, innovative ways of learning new skills and sharing best practice.

Culture & Commitment

- In the main, people at all levels are very committed and motivated and share a common desire to succeed.
- Culture of inclusion, innovation and empowerment.
- The vast majority spoke passionately about their work, their team and being part of the organisation.

Management Effectiveness

- Management development has led to a much more consistent level of support from managers at all levels.
- Majority described managers as very effective and commented on the levels of support, encouragement, guidance and recognition they receive.
- Large majority of managers provide regular constructive feedback, giving recognition for the work done.

Equal Opportunities

- Consistency in providing opportunities for everyone to be involved in development and in being updated with information

Team Effectiveness

- Managers recognise the importance of leading and developing their teams and how their understanding of team roles and learning styles helps them to develop and support their teams.
- Team members help and support each other.
- People working in Project or Partnership teams are learning a great deal from working with people in other services/agencies.

Performance Measurement

- Genuine desire to gather feedback to improve performance.
- IIP Business improvement cycle (Plan, Do, Review) is at the heart of the organisation and embedded within people development practices.