

Your differences make us different, #Achieve Together.

Creating Inspirational Leadership



- We will:
- Develop and empower our aspiring and existing leaders.
 - Strengthen our management capacity and ability.
 - Promote our networking groups that encourage best practice, shared visions and matrix working.
 - Cultivate a high performance culture.
 - Increase the visibility of and engagement with senior management.

Investing in You



- We will:
- Help you to build on your skills and experience and grow your talents.
 - Develop your full potential and work with you to achieve your career aspirations.
 - Facilitate your continuous professional development.
 - Give you the control through self directed learning to suit you.
 - Celebrate and recognise our successes.

Attracting and Growing our Talent



- We will:
- Grow and nurture your talent.
 - Make applying for a job a simple and engaging experience for all.
 - Attract a diverse and inclusive workforce.
 - Build our reputation and brand as an employer of choice.
 - Develop career pathways and development options that give you choices about where to take your next steps.
 - Encourage applicants from our local communities and care leaver networks

Engaging and Motivating You



- We will:
- Be proud of our culture, core values and behaviours.
 - Regularly seek feedback and build on this.
 - Engage and communicate with you regularly, making best use of the tools we have to do this.
 - Promote and value work-life balance.
 - Promote healthy mental and physical wellbeing.

Transforming Together



- We will:
- Deliver sustainable change and improvements.
 - Develop our innovation, design-thinking skills and capabilities.
 - Promote flexible resourcing models that meet the needs of our residents and services.
 - Build our change capability and resilience.
 - Increase our knowledge and ability of systems to maximise efficiency and performance.

What are the benefits we will see?



For Employees

- A 'one team' ethos with shared goals
- Effective use of skills
- Improved career progression
- Greater workforce agility
- Flexible working approach
- Greater empowerment and accountability
- Reduced silo working
- Increased collaboration
- Increased job satisfaction
- Safe and supported work environment



For Customers and Stakeholders

- Efficient service delivery across internal services and partners
- Joined up working, representing as one service to our customers
- Confident, decisive and informed employees
- Clear and swift customer service
- Listening to our community and seeking feedback for continuous service improvement.



For our Finances

- Lean, flexible and efficient organisation
- Value for money structures
- Targeted allocation of resources for our service users
- Reduced dependency on agency / temporary staff
- Effective collaboration and partnership working to maximise cost effectiveness and gain value for money

Making North Northamptonshire "a place where everyone has the best opportunities and quality of life".

