



Organisational Development Plan

2024/2025

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Our aim and mission...

We are dedicated to empowering and inspiring every individual within the University to realise their full potential through development opportunities, strategic interventions, professional advice, innovative practices, wellbeing initiatives and a commitment to fostering a culture of psychological safety and continuous improvement.

Our mission is to work with staff at all levels to cultivate a workplace environment that values collaboration, inclusivity, and adaptability and an organisation that is resilient, agile and high performing.



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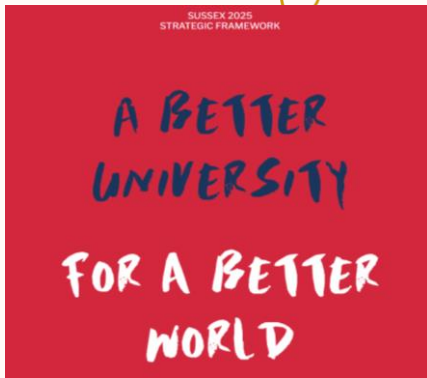


Lisette Whittaker
OD & Wellbeing
Officer

Meet the Team

The Golden Thread

How our Organisational Development Plan aligns with our University Strategy, People Strategy and our individual work objectives



Our OD Plan is shaped by what we are trying to achieve as a team and sets the direction and focus of our priorities for the coming year. They directly link to the 4 aims of our People Strategy:

Getting the basics right

Improving Inclusivity

Harnessing Talent

Increasing engagement & wellbeing

The Organisational Development Offer at Sussex



Other resources to support performance and development



OD Workstreams



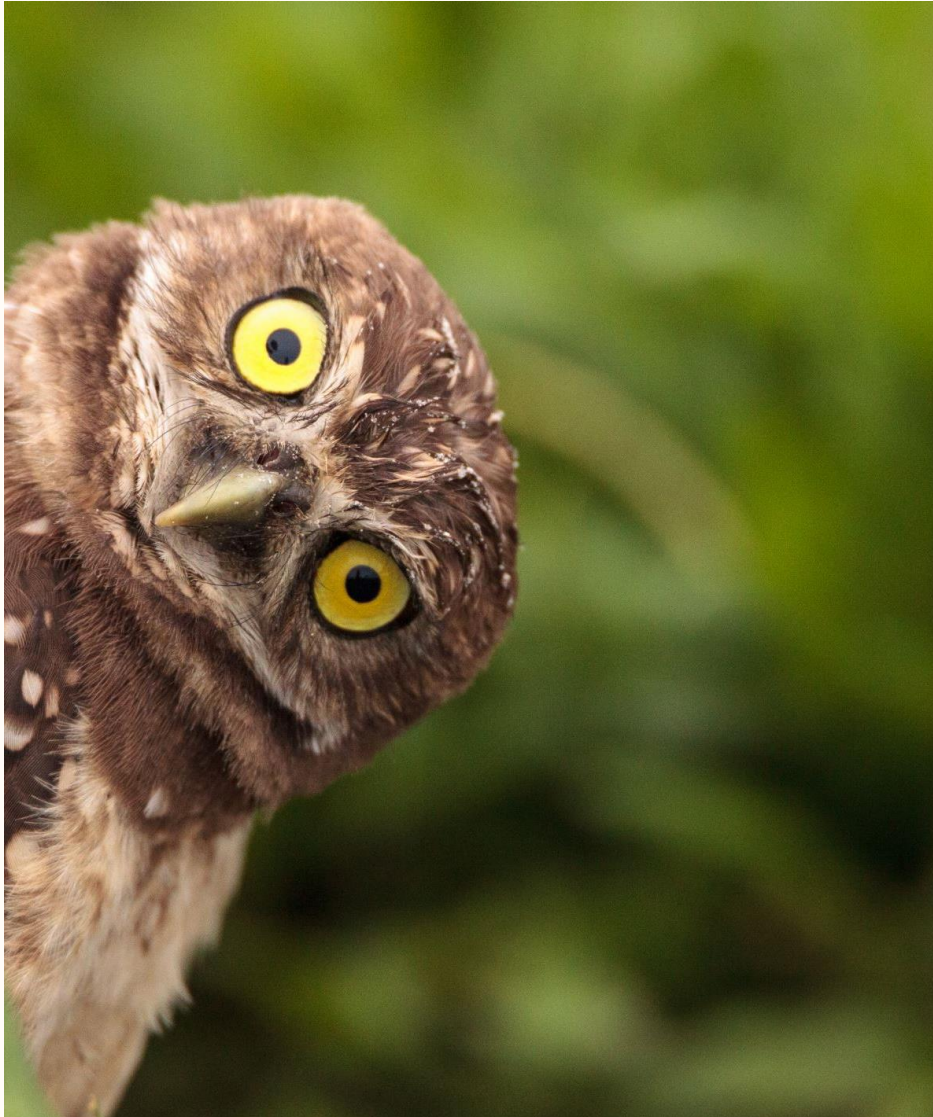
OD Priorities 2024

1. Deliver and evolve a sustainable **learning and development offer**, including our Apprenticeship Programme to provide effective opportunities for all.
2. Continue to review and shape our **leadership development framework and offer** to support staff at all levels of their leadership journey.
3. Continue managing the **staff survey** delivery, action planning collation and reviews of progress.
4. Embed our **onboarding** and **induction** process to ensure new staff and managers are equipped with the right information and welcome when they begin their journey at Sussex.
5. Evolve and embed the **new Achievement & Development Review** process to assist all staff with development and progression.

OD Priorities 2024

6. Redevelop and relaunch an **exit interview** process to ensure staff have a voice and utilise the data to drive improvements in the employee experience.
7. Continue to develop, grow and automate our **Mentoring and Coaching programme**.
8. Deliver our **Staff Wellbeing Plan** incorporating current and future initiatives.
9. Promote an **environment of psychological safety** in all our delivery and support staff, leaders and managers to create this within their teams.
10. Explore and implement **automation/digitisation** of our systems and processes to deliver a more efficient, data-driven offer which ensures compliance.

Thank you



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