Organisational Development Plan

2023
Our aims are to contribute to...

- Empowering and supporting our staff to develop and be the best they can be and to identify with the values of our university.
- Supporting the drive to ensure our University is a great place to work where both staff and students can flourish.
- Building a culture that values psychological safety, trust and wellbeing, where everyone is treated with dignity and respect.
- Finding solutions for staff in times of increased financial pressures and changing demands.
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 and will set the direction and focus for our priorities which are linked to the University strategic objectives and the 4 aims of our People Strategy:

1. Getting the basics right
2. Improving Inclusivity
3. Harnessing Talent
4. Increasing engagement and wellbeing
OD Workstreams

- OD Consultancy & Delivery
- Leadership & Cultural Change
- Mentoring & Coaching
- OD Projects (e.g., Onboarding, Exit Interviews, ADRs)
- Health & Wellbeing
- OD/LD Administration & Coordination
- Culture, OD & Wellbeing Team
- Staff Survey
- Partnerships Marketing, Comms & Engagement
- Apprenticeships
OD Priorities 2023

1. Deliver and evolve our learning and development offer, including our Apprenticeship Programme to provide effective opportunities for all.

2. Review and evolve 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. Redevelop our onboarding process to ensure staff 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.
6. Redevelop and relaunch an exit interview process to ensure staff have a voice, implementing recommendations.

7. Continue to develop, grow and automate our Mentoring and Coaching programme.

8. Develop a 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 automation/digitisation of system for a more efficient, data-driven offer.