



Organisational Development Plan 2023

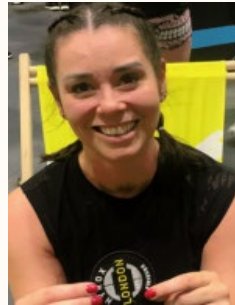
Our OD Team



Sally Porter
OD Assistant
Admin Manager



Kelly Barnard
OD Coordinator



Lisette Whittaker
OD Coordinator



Ben Spencer
OD Consultant



Katie Bradbury
OD Consultant



Sarah Engineer
OD Consultant



Eva Francis
OD Consultant
Start date 10
October



Katie Oram
OD Coordinator



Chris Hamilton
Apprenticeships
Officer



Wendy Carey
Staff Wellbeing
Manager



Sam Bates
OD Consultant



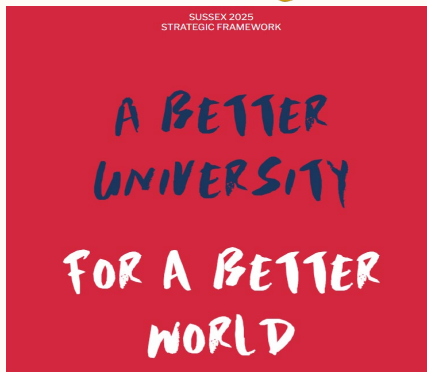
Cathy McDonnell
Assistant Director OD,
Culture & Wellbeing

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



Performance & Development



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

The Organisational Development Offer at Sussex

Coaching
Training &
Facilitation

Apprenticeships
Qualifications

OD
Facilitated
Events

Mentoring
Training &
Facilitation

OD Consultancy

Welcome
Events for
new starters

Leadership &
Management
Programmes

Achievement
and
Development
Reviews

LearnUpon
Mandatory &
Recommended
Training

Staff
Wellbeing
Hub

Action
Learning
Facilitation
& Guidance

Staff Survey
Supporting
teams with
Action
Planning

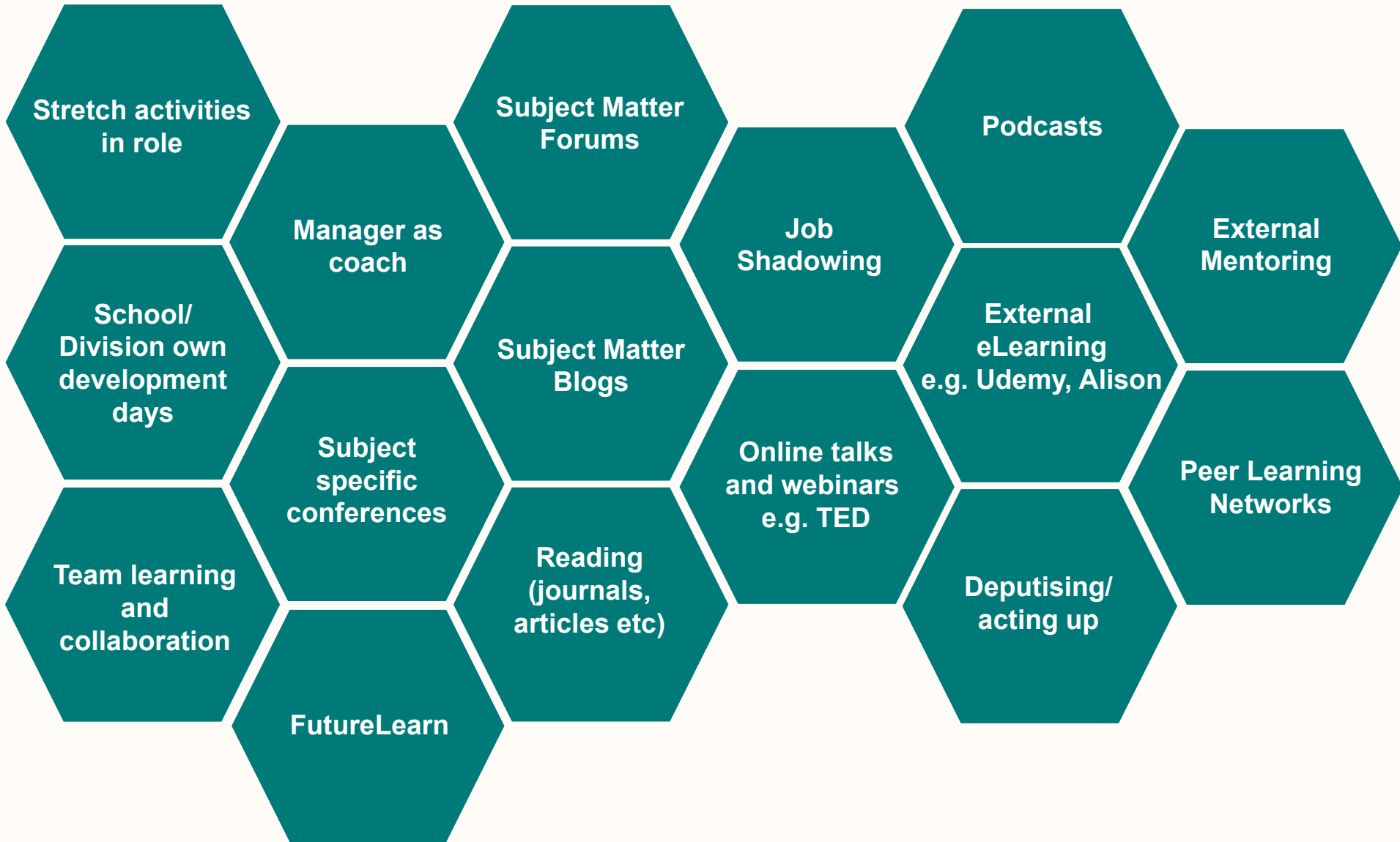
Onboarding
Support

Staff
Wellbeing
Training &
Events

Peer
Learning
Networks
e.g. Leaders
& Managers

Job
Shadowing

Other Learning & Development routes



OD Workstreams



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.

OD Priorities 2023

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

Thank you



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OF SUSSEX