

EMPLOYEE DEVELOPMENT MODEL



Virtual learning environment

Learning management system (LMS)

Book training, complete e-learning, record goals and 1 to 1 meeting actions, maintain record of learning.

KnowHow

Over 2,000 learning resources to support personal development.

PERFORM

Learn, Experience, Achieve, Develop (LEAD)

Within the LEAD process, you will define and agree development goals which are focused on what you want to achieve, how you want to improve and where you see yourself heading.



As an organisation, we will:

- empower you to take ownership of your development
- ensure you have access to appropriate and agreed development opportunities, advice and support
- encourage and support different ways of learning to open up new opportunities for collaboration and development with and across teams
- support you to recognise the different opportunities available to you to direct your own learning, growth and improvement
- provide opportunities for you to share learning and experiences
- support you to be proactive in meeting your own learning needs by offering access to a range of formal and informal development opportunities, which meet the needs of a dispersed and agile workforce.



PROGRESS

DEVELOP

Compliance and refresher training

Activities to support compliance training and professional registration requirements, for example health and safety and Professional Development Award (PDA).

JOIN

Induction

A robust induction programme, to provide an effective and supportive introduction to the organisation and your role.



TRANSITION

Career, life planning and development

- Coaching.
- Mentoring.
- Leadership development.
- Your skills your future.
- Lifelong learning.
- Pre-retirement.

PROGRESS

Formal development opportunities

Learning and development programme. Directorate and team development events. 1 to 1 coaching. Financial support to undertake a professional or academic qualification (further study). Financial support to attend external conferences, courses and events. Job specific development, for example PDA.



Mentoring

When joining the organisation you will be allocated a mentor to support you through your induction period.

As an employee, you will be supported to:

- actively seek and participate in opportunities to develop your skills, behaviours, knowledge and experience
- take responsibility for meeting your professional registration, development needs and supporting shared learning with colleagues
- actively seek opportunities to share personal knowledge, skills and experience in and across teams
- maintain an up-to-date record of your learning and development activities using the learning management system (LMS)