

Titan - GCDA OD Plan 2009/2010

Project	Activity
1. Performance Management	<ul style="list-style-type: none"> • Workshops • Quarterly performance reviews • Behaviour model • Performance Predictor • PDPs • Moderation and validation of ratings • Focus groups • Implement changes • Evaluate progress
2. Reward Strategy	<ul style="list-style-type: none"> • Review practices • Review contracts • Draft policy • Consultation • Link contribution to reward
3. Review HR policy and practice	<ul style="list-style-type: none"> • Review and revise policy docs • Consultation • Communication plan • Introduce and implement new policies • Staff development to support implementation/develop skills
4. Recruitment	<ul style="list-style-type: none"> • Introduce Performance Predictor • Review and revise recruitment and selection policy • Clarify audit trail (and record decision-making) • Communicate and implement improvements • Staff development sessions
5. Leadership Development	<ul style="list-style-type: none"> • Organisational culture and change accredited programme • Leadership teambuilding • 'Manager as Coach' sessions • Effective management programme • 'How sound is our business?' workshops
6. Reorganisation (To create an organisation fit for purpose)	<ul style="list-style-type: none"> • Finalise posts/ structure/ allocation • Assess implications • Restructure report • Communication plan • Manage implementation
7. Organisational values	<ul style="list-style-type: none"> • Conduct workshops • Finalise our values • Communication plan to embed values • Adopted by staff and board
8. HR Pro (ERP)	<ul style="list-style-type: none"> • Migrate data

Titan - GCDA OD Plan 2009/2010

	<ul style="list-style-type: none"> • Validate/ update records • Establish KPIs/ reporting structure • Staff development • Implementation
9. Improving HR function	<ul style="list-style-type: none"> • Analysis • Programme improvements • Develop new policies • Introduce changes
10. Communication	<ul style="list-style-type: none"> • Comms strategy • Roll out • Team briefs • Comms survey (unblocking communication) • Implement improvements
11. Employee engagement	<ul style="list-style-type: none"> • Survey • Focus groups • Workshops
12. Learning organisation	<ul style="list-style-type: none"> • Learning needs analysis • Staff development programme • Presentation skills • Managing personal performance programme