

- Services proactively plan to predict future needs, workforce changes and manage risks
- Design in flexibility into resources
- Make the most of pay & reward to attract and retain talent
- Enable change and better outcomes for the people of Sheffield
- Challenge inequality and reflect the Sheffield community

- Affordably attract and retain talent
- Employer of choice in Sheffield
- Sustainable living standards
- Support work-life balance, motivation and productivity

- Use SCC2020 to tell a clear, cohesive story
- Employees understand their contribution to outcomes/ strategic priorities
- Connect with employees regularly to support, motivate and challenge when needed
- Set clear expectations
- Seek input and feedback, and using this to improve

- Skills and behaviours that:
 - put people at the heart of what we do, building on their strengths
 - embrace change and support the Council's goals
 - look at the wider picture and act for long term benefit
 - try new ideas, take calculated risks and learn from them
- Accountable for delivery
- Confidence and knowledge to be empowered and effective

- An organisation that supports and manages wellbeing
 - Understand our employees' health and wellbeing
 - Have a range of effective support and interventions available
 - Proactive communication and delivery interventions
- Consider impact on health and wellbeing as we design change and

- Structures and roles that respond to change
- Services designed to prevent issues arising/ escalating
- Flexibility to support collaboration across structures
- Structures that support career progression and retain talent
- Structures that support effective management and delivery



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