

Meet the Principal

With Sarita Godber, Director of HR and OD

14th December 2016

Staff Survey Background

- Conducted in Spring 2016 by an external provider
 - 476 employees took part (65%)
 - Aim: to measure employee engagement and to identify how to create a workplace where employees feel a sense of belonging and can thrive and flourish
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Key themes

- Valuing and recognising staff
 - Understanding SGUL as an organisation
 - Improving the workplace
 - Enhancing leadership
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Valuing and recognising staff

- Build our systems and capacity to share news from across the University which showcases the diverse achievements of staff and students.
 - Diversify opportunities for to career development and progression including enhancing the learning and development offer, introducing succession planning, talent management
 - Review of non-financial reward and recognition mechanisms
 - Create more ways to hear employee voice e.g. regular pulse surveys
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Understanding SGUL

- Develop our online presence, ensuring that the website and the intranet offer a high quality experience
 - Introduce a People section to St George's weekly to include starters, leavers, internal job vacancies and promotions
 - Develop our onboarding programme (including induction) to better enable people to orient themselves with SGUL
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Understanding SGUL

- Develop communications channels and protocol to share information about top-level priorities e.g. core brief
 - Review the governance structure to streamline committees and enable greater transparency over how decisions are made
 - Continue to showcase the wider community at St George's through the Meet the Principal events and Vlogs
 - Update and publish all organisation charts
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Improving the Workplace

- Strengthen our sense of community through increased social opportunities e.g. first seasonal party in January 2017, bake-in events
 - '10 Days of Wellbeing' initiative in July 2016 with further events planned for 2017
 - Raise awareness of our benefits and relaunch Cycle to work scheme
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Improving the Workplace

- Refurbished office spaces and staff facilities for many teams, including better signage and lighting
 - Installing new multifunctional photocopiers across the building
 - Enhanced WiFi across the building
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Enhancing leadership and management

- Define 'leadership profile' – performance and behaviours
 - Introduce a breadth of learning opportunities to support the development of leaders
 - Introduce people management skills training e.g. managing performance, managing change
 - Reviewing key policies for effective people management e.g. performance improvement policy
 - Set clear protocols for team meetings, one-to-ones, personal reviews
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Next steps

- Meeting with the Engagement Champions to review progress against local action plans
 - Consider how to implement pulse surveys
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