

Mini referendum - 237 returns

Questions asked:

"What's it like to work here?"

"How would you like it to be?"

Themes from these were pulled out and used to shape further staff engagement sessions.

CMT developed vision, principles and direction

Based on the data from the engagement sessions CMT and members developed new organisational principles, vision and direction.



Staff Surveys

The results were taken and three work streams looked at:

- People
- Culture *
- Customers

Staff Engagement Sessions

- Culture Cafés
- Service/Operational Session(s)
- Managers Forum

Culture Map

The culture working group designed a mind map to help teams assess and improve their culture and ways of working. This will be rolled out across the organisation to every team.