



People **Focused**

2025-2028

Enabling our people to
Connect, Grow and Thrive



Summary

Theme	Ambition	Areas of Focus
Connect 	<p>People have a sense of belonging, are proud to work here, feel engaged, recognised and able to do their best work. In a purpose-driven environment, focused on Excellence in leadership, where people are accountable and are connected as One Team East Devon.</p>	<ul style="list-style-type: none"> ○ Connecting our people to One Team East Devon – Our Values & Behaviours ○ Total Reward Package ○ Recognition ○ Fostering a diverse and inclusive environment (EDI Action Plan)
Grow 	<p>Everyone feels able to grow and develop, in a way that works for them and the organisation, putting people in the best place for the future. Managers that are clear on expectations and developed to be highly capable, positive, confident and dynamic.</p>	<ul style="list-style-type: none"> ○ Development of 'Focusing on Great Managers' Programme ○ Grow Our Own ○ Review our 'We Grow' Offer
Thrive 	<p>People feel they have a voice, are Happy, Healthy, Here and Thriving. Feeling ready for change and equipped to continue making a meaningful impact in the communities we serve.</p> <p>People are trusted and valued, owning their performance, career and growth.</p>	<ul style="list-style-type: none"> ○ Change & Resilience ○ Voice – Developing a continuous feedback cycle ○ One Team East Devon – Safe and Supported ○ Happy, Healthy, Here initiatives

Behaviour Framework – Refresh

Behavioural Principles

Shaping how people Work, Lead and Collaborate

Link with
New
Customer
Charter

1. Simplicity in Communication
2. Excellence in Service Delivery
3. Trust & Respect
4. Accountability
5. Working Together
6. Excellence in Leadership

Revise associated framework to include what **good looks like** and **the impact** the behaviour should have.

Example...

Working Together – One Team East Devon

Active Collaboration and Knowledge sharing

Team members openly share information, support each other's goals and seek input from colleagues to make better-informed decisions that benefit the community.



Impact

This behaviour fosters trust, reduces silos, and leads to more efficient, innovative outcomes.

New Management Commitments

01

Providing Leadership & Direction

Lead with Trust

Create a shared vision

Visibility to energise and inspire

Ambitious for our people and services

Show regular appreciation

02

Facilitating & Supporting Change

Creating an environment for your people to be Happy, Healthy, Here

Supporting your people through change

03

Working with People

Collaborate

Embed the Customer Charter

Create a sense of belonging

Coach your people

Cultivate Curiosity

Have open, honest & productive conversations

04

Achieving Results

Continuous Improvement

Create and Innovate

Data informed approach

Benchmark

05

Managing Resource

Agile and Responsive

Robust Budget Management and Governance

Succession Planning and Resilience

06

Personal Development

Commit to your own personal development

Lead by example

Learn from others

Actively seek feedback

Role model organisational behaviours

RoadMap to Launch

