

OUR TEAM

TO CREATE A GREAT TEAM, YOU NEED GREAT PEOPLE. WE PRIDE OURSELVES ON RECRUITING THE HIGHEST CALIBRE PEOPLE, AND THEN WORKING WITH THEM TO SUPPORT THEIR DEVELOPMENT, BOTH PERSONAL AND PROFESSIONAL.

WE EXPECT OUR PEOPLE TO HAVE THE KNOWLEDGE AND SKILLS THEY NEED TO ACHIEVE OUR VISION; WE ALSO WANT THEM TO HAVE REWARDING, FULFILLING CAREERS.

To meet the challenges we face – rising stakeholder expectations, reduced public funding, working in an even more competitive environment – we need to find ways of empowering our people and ensuring that we are making the most of their skills and expertise.

Our succession planning strategy is designed to help us develop a diverse workforce, create better career progression paths and ensure that when staff leave LSBU, the knowledge and expertise they've gained doesn't leave with them. Staff who plan to retire in the next five years will be asked to become mentors, and given the opportunity to gain a useful mentoring qualification.

At the same time, we are offering targeted career development opportunities to those individuals with the potential to fill key senior posts. Our current cohort of future leaders are now working on year-long projects focusing on key areas of improvement for the University; as well as a comprehensive internal programme, there will also be opportunities to get involved in community projects and external leadership training.

Ultimately, the aim is to build leadership capacity across the board, involving at least 80 per cent of managers in the leadership development programme. Over the next two years, we hope to see an 8 per cent increase in staff satisfaction, building on the results of our 2009 staff survey. The survey showed a marked increase in levels of satisfaction in a number of key areas including pay and reward, staff engagement and job satisfaction.

