

**Subject: Organisational Development
Plan 2006/2007**

Status: For Publication

Report to: Cabinet

Date: 19th September 2006

Report of: Head of Human Resources

Portfolio

Holder: Human Resources & Member Development

Key Decision:

YES

Forward Plan
Relevant Box

General Exception

Special Urgency

"X" In

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to agree the strategic plan in relation to the delivery and resourcing of formal organisational development opportunities undertaken within the Council by employees during 2006/2007. The plan also reviews the development activities undertaken during the previous year.

2. CORPORATE PRIORITIES

- 2.1 The matters discussed in this report are linked to and support all of the corporate priorities:

3. RISK ASSESSMENT IMPLICATIONS

- 3.1 The objective of the organisational development plan is to enable the transformation of the Council and to achieve real and lasting change. The focus is to develop the organisation, build leadership capacity, and develop the skills and capacity of the workforce.
- 3.2 A poorly developed and resourced organisational development plan could threaten the improvement agenda of the Council.

4. BACKGROUND AND OPTIONS

- 4.1 An organisational development plan is produced annually. The development of the plan is undertaken with a view to including development activities which will reasonably be expected to occur within the next twelve months. The plan is one element of the delivery mechanism in relation to the Human Resources.

Strategy, in addition to the Workforce Plan, the Equality Strategy and the Human Resources Business Plan. The Council has identified a “capacity building model” as the process by which it can achieve significant change and deliver “ Rossendale Alive”. The Plan supports the development of this model. In addition, it addresses the need to have effective leadership, organisational flexibility and increased capacity to deliver improved services, create efficiency and consequently deliver better customer focus in front line services. The Plan identifies appropriate development opportunities in the following key priority areas:

- Developing the organisation
- Developing leadership capacity
- Developing the workforce skills and capacity

4.2 Rossendale Borough Council is committed to becoming an organisation that learns. This is defined as an organisation as *“one which learns and encourages learning amongst its staff, promoting the exchange of information between employees hence creating a more knowledgeable workforce.”* This commitment will enable the Council to develop into a flexible organisation where employees will accept and adapt to new ideas and changes delivering organisational improvement and improved customer satisfaction.

5. COMMENTS OF THE HEAD OF FINANCIAL SERVICES

5.1 The organisational development plan is resourced from the training budget which is managed within the Human Resources Team.

6. COMMENTS OF THE HEAD OF LEGAL AND DEMOCRATIC SERVICES

6.1 There are no direct legal implications.

7. COMMENTS OF THE HEAD OF HUMAN RESOURCES

7.1 The organisational development plan is produced by the Human Resources Team.

7.2 The allocation and access to training and development opportunities is on the basis of Equal Opportunity for all employees.

8. CONCLUSION

8.1 The Council has embraced the challenge of organisational transformation and recognises that organisational development is a key feature to ensuring that the workforce are equipped with the skills and expertise to deliver quality services.

9. RECOMMENDATION(S)

9.1 That members agree the contents of the organisational development plan.

10. CONSULTATION CARRIED OUT

10.1 Management Team

10.2 Employees via PDR process

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No background papers