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Quick reminder: what is DTFT?

What
- Our programme for organisational development and change

How
- Different initiatives, which will enable us to nurture what works well, evolve and adapt, develop new skills and new ways of working

Why
- To become an even better place to work
- To have an even greater impact on the people and communities of Oxfordshire - reflecting our vision to make the county greener, fairer, healthier

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Our five projects for phase two

Running from January to December 2022:

Agile	Communication & engagement	Leadership & management	Recognising great people	Recruitment & onboarding
Project manager and senior responsible officer: Vic Kurzeja	Project manager: Jen Rich Senior responsible officer: Susannah Wintersgill	Project manager: Karen Hopwood Senior responsible officer: Hayley Good	Project manager: Tracey Johnson Senior responsible officer: Pippa Corner	Project manager: Sharon Yardy Senior responsible officer: Mark Haynes

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Feedback makes a difference

You told us: Please schedule more information sessions, on different days
We have: Planned to hold them quarterly, offering two date choices each time

You told us: Please avoid organising events at lunchtime
We have: Scheduled these sessions for 2pm and 9am

You told us: Share a progress update in advance
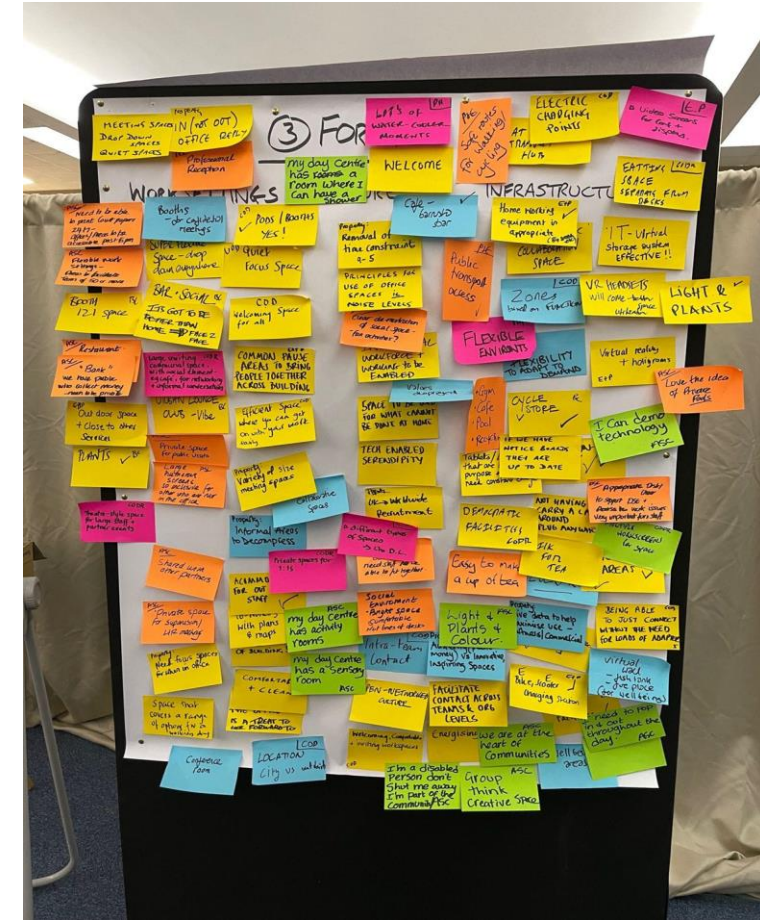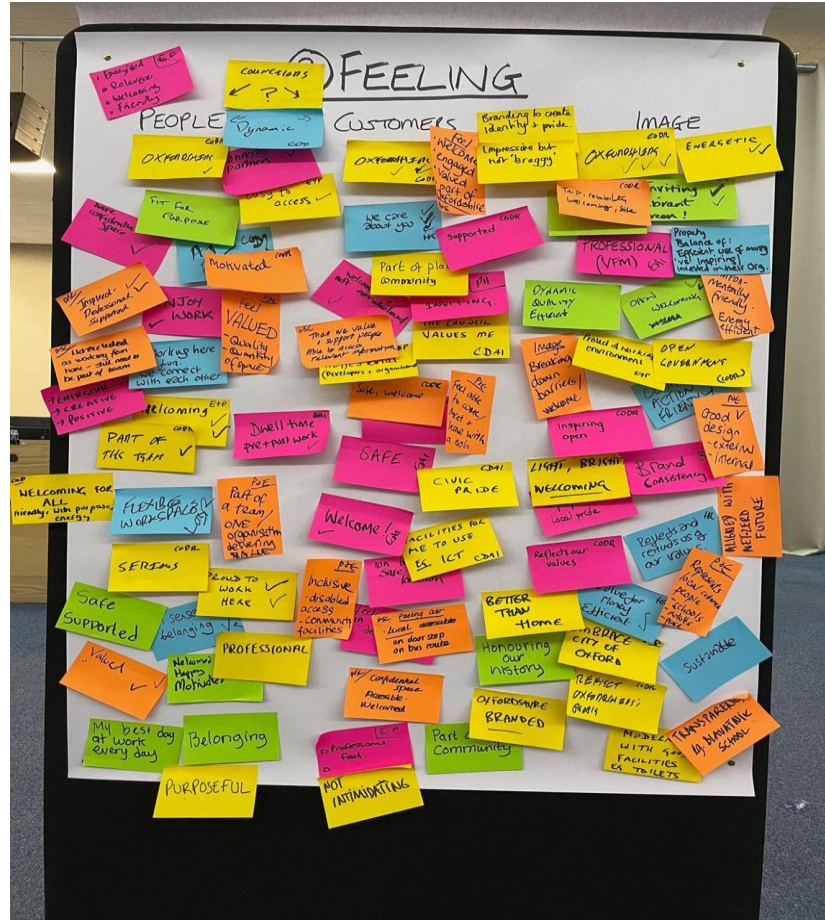**We have:** Published a timeline for each project for you to read beforehand

You told us: We'd like to submit questions in advance
We have: Hosted these sessions to Teams Webinars which allows you to do this

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A few words on agile...

What we've been up to

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Agile

Improvements to workspaces

- New desktop monitors installed at County Hall to connect to laptops
  - Coming soon to other Oxfordshire locations
- Upgrading laptops
- Coffee machine at County Hall
- Refurbishing Common Hall at County Hall

"Behind the scenes"

- Weekly project meetings
- Two full-day events with extended leadership team, PWC and 6 DTFT champions
- Principles for agile working
- Design principles for future workspaces
- Flexible guidance for different types of roles

The next three months

- Bring everything together into a framework which includes:
1. Core principles for agile working
2. Flexible agile working guidance for different types of roles
3. To be published later in June/July

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Communication and engagement

What's working well?

- 65 per cent rate internal communications as good
- 87 per cent find intranet news headlines useful
- 78 per cent find weekly chief executive's email useful
- 63 per cent find weekly news round-up useful
- 89 per cent of managers find managers' briefing useful

What could be even better?

- 29 per cent rate internal communications as 'neither good nor poor' and 6 per cent rate it as poor
- Fewer and more concise communications
- Improve representation of different teams
- Be transparent about process to submit content
- More visually appealing communications
- More engaging content
- The Buzz!
- Yammer!

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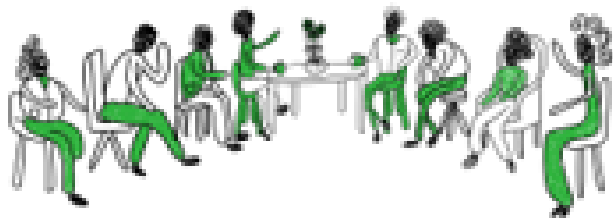
Leadership and management

12.3.2

Past 3 months:
- Published new suite of videos

Next 3 months:
- 'Light' version toolkit for managers of specific teams
- Video focused on one to ones

Leadership community

Past 3 months:
- Produced draft document outlining manager roles and responsibilities
- Extensive consultation with managers on draft

Next 3 months:
- Finalise and publish manager roles and responsibilities

Leadership and management development

Past 3 months:
- Internal research to establish best practice
- Engagement with Strategic Leadership alumni

Next 3 months:
- Review current offer against findings from research
- Commission development of revised programme

Managers' conference (9 June)

- Extended leadership team (ELT), senior managers' forum (SMF) and SMF direct reports all invited – around 400 colleagues
- Sessions on agile leadership and climate action

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Recognising great people

We listened to your feedback

We evaluated the options

We're launching a new recognition platform in September

Next step: recognition strategy

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Recruitment and onboarding

Updated template job description and advert

Established a resourcing helpdesk

So far, we have…

Developed values-based interview questions

Clarified **guidance** for managers

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Time for questions

Thank you for listening – it's question time!

Type your questions in the chat box or raise your hand to be unmuted.

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