



Vision (Vi)

The very foundation of business success lies in a clear and compelling shared vision of where the business wants to be in the future.

Values (Va)

The soul of the business put into words – the inherent way that things are done and what the business stands for.

Leadership Programme (LP)

It's vital that the leaders in any business fully understand the vision and values and are supported to turn them into everyday behaviour.

Business Objectives (BO)

Once the business knows where it's going and how to get there, the business objectives set the interim priorities and measures of success. They help keep everyone focused and let you know if you are on track.

Role Profiles (RP)

A good role profile will help people understand what they are there to do and how that will contribute to business success.

Performance Framework (PF)

Helps people understand what they are expected to achieve in their role and what that will 'look like' when they get it right.

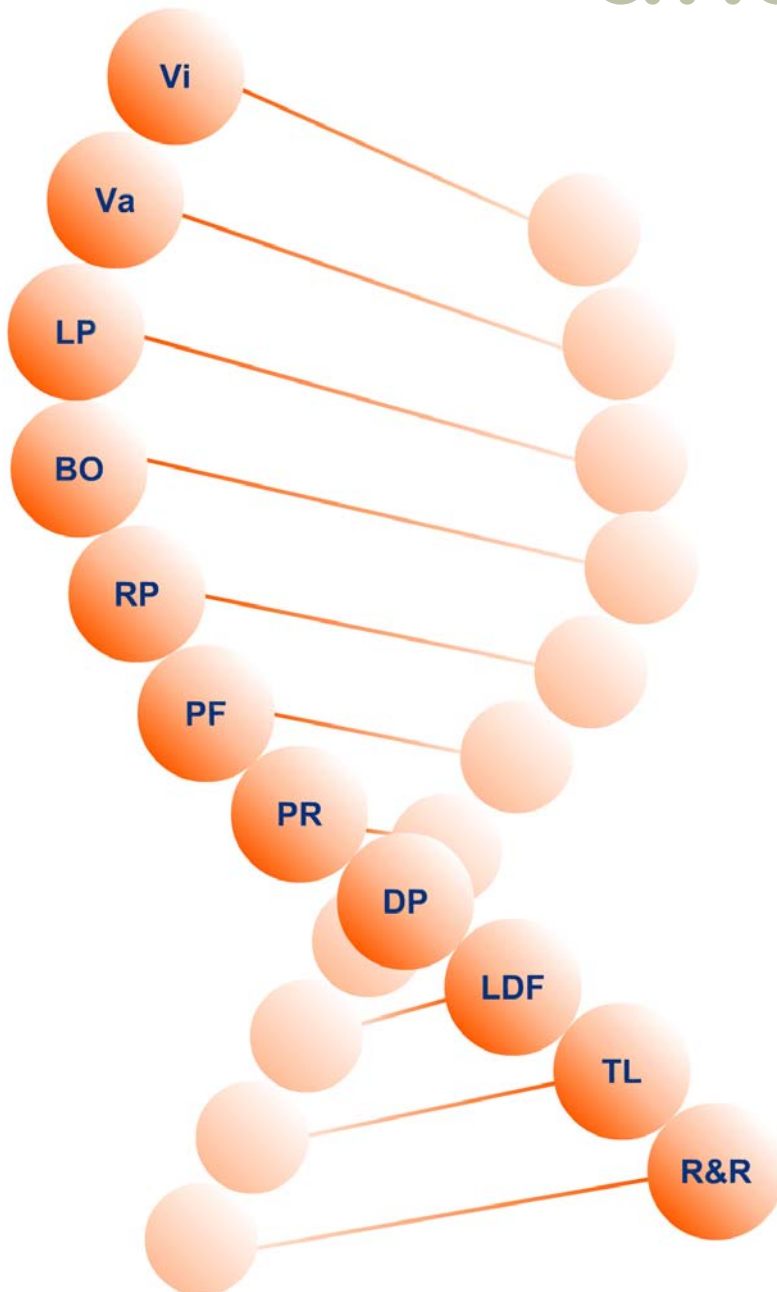
Performance Review (PR)

Performance reviews provide individual feedback to people on how well they are doing. Crucial for motivation and helping people understand where they can be even better when they get it right.

Development Plan (DP)

Following on from performance review, this will provide agreement on the priority areas and actions for development activity in order to improve individual performance.

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Reward & Recognition (R&R)

Formal and informal acknowledgement of efforts made to improve performance and contribute to business success. Sends a clear message that improvements are appreciated and valued.

Transfer of Learning (TL)

Encouragement and support from managers and colleagues are vital to the success of any learning in helping people to actually do things differently at work.

L&D Framework (LDF)

The link between development priorities and the learning and development that is available. This makes it easier for people to address their development needs and demonstrate progression.