

# Our HR Strategy

## Vision

Our ambitious new strategy requires a workforce which can demonstrate speed and agility; to achieve this we need to recruit, develop and retain people with the right skills, knowledge and attributes. Together we will foster a culture where everyone feels engaged, empowered and recognized for their contribution.

**Right: People – Roles – Recognition - Culture**

## Priorities

### P1 People

People share RGU values and ambitions; feel engaged and involved and experience effective leadership at all levels

### P2 Roles

Everyone understands their role and how they contribute to our success,

### P3 Recognition

People feel valued and respected, and are treated equitably and fairly

### P4 Culture

People feel that their wellbeing is taken seriously and that they are involved in, and consulted on important decisions

## Actions

A1.1 Clarify our values

A1.2 Enhance our leadership capability

A1.3 Nurture talent

A1.4 Ensure effective performance management

A2.1 Redefine current roles

A2.2 Redefine role expectations

A2.3 Enhance organizational flexibility

A3.1 Align strategy for incentives and rewards to RGU priorities

A3.2 Align core pay/grade & benefit system to priorities

A3.3 Redefine career development and progression policy & practice

A4.1 Embed and promote employee wellbeing

A4.2 Ensure effective communication

A4.3 Ensure meaningful involvement in decision making