

Exemplar Leadership Team-based Objectives

- Contribute to the delivery of wider School/ Service KPIs through active participation in the Leadership Team and co-ownership of key School/Directorate-wide initiatives.
- Achieve a staff engagement index of 85% individually by functional area and collectively for the University overall.
- Improve employee engagement by x% as measured through the staff survey by implementing School/Service commitments and actions agreed with staff to ensure that the University continues to be a great place to work.
- Create a School/Service learning and development plan for the management team and the overall School/Service which captures costs, resources, development method and connections to the university strategy.
- Collectively promote engagement; commitment; respect and dignity for all staff regardless of status, creating a climate of trust, encouraging collaborative effort within teams and promoting alignment with the University's strategic goals.
- Performance objectives and development plans to be agreed for all College/School/ Service staff by 30 June 2023 with evidence of poor or mediocre performance being actively managed.
- Support all staff in School/Service to improve and maintain their health and wellbeing aligned to University policies
- Ensure all staff in College/School /Service engage in a robust review of performance annually and complete all mandatory training required for their specific role within the agreed timeframe.
- Exceed X% PDR completion target for team ensuring that staff are clear on expectations and are supported to perform their duties and responsibilities, including agreeing the appropriate and relevant personal development.

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Owner	Central People & OD – Performance, Pay and Reward
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