

**EAST SUSSEX COUNTY COUNCIL AND  
SURREY COUNTY COUNCIL**

**ORBIS JOINT COMMITTEE**



**DATE: 20 JANUARY 2017**

**LEAD OFFICER: KEVIN FOSTER (CHIEF OPERATING OFFICER, EAST SUSSEX COUNTY COUNCIL) AND JOHN STEBBINGS (CHIEF PROPERTY OFFICER, SURREY COUNTY COUNCIL)**

**SUBJECT: EPIC+ STAFF DEVELOPMENT PROGRAMME**

**INTRODUCTION:**

As part of the Orbis vision, it is recognised that the development of the brand and its employees is pivotal in achieving the objective of making Orbis the compelling alternative.

Orbis is undertaking several wider programmes to develop and provide opportunities for staff through initiatives such as Ingenium, creativity and innovation training and the launch of the EPIC+ talent development programme.

**RECOMMENDATIONS:**

It is recommended that the Orbis Joint Committee notes the business challenges identified for the EPIC + development programme.

**DETAILS:**

1. As part of staff development, Orbis has launched a new programme, EPIC+, which provides specific, tailored and experiential development for selected colleagues.
2. Orbis Leadership Team (OLT) members nominated individuals at all levels that demonstrate consistent and sustained EPIC performance and who have both the aspiration and the potential to develop and progress their careers' further.
3. The EPIC+ nominees will receive support that specifically relates to their career and development aspirations. Individual success will depend on the level of personal responsibility people take for their own development.
4. A number of business challenges have been identified for the EPIC + nominees to work on, these are:
  - a. developing partnerships with local universities and businesses to drive innovative practices;
  - b. putting the customer at the heart of everything that we do;
  - c. driving performance to enhance the customer and employee experience;
  - d. the Orbis Shadow board

Full details of the business challenges can be found in Appendix 1.

5. There are twenty five colleagues that have been identified for the first cohort of this programme with representation from all services within Orbis, these resources are spread over the challenges listed above.
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**Contact Officer:**

Adrian Stockbridge - Orbis Programme Manager (07837 170418)

**Consulted:**

Kevin Foster – Chief Operating Officer  
John Stebbings – Chief Property Officer  
Leatham Green – Programme Director

**Appendices:**

Appendix 1 – EPIC+ slide pack

**Sources/background papers:**

None

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