

Appendix 2 – Year 1 Key Deliverables Progress Update

| Key Deliverable Year 1 | Link to Council Plan | Progress |
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| <p>Implementation of a Learning Management System (LMS)</p> <ul style="list-style-type: none"> • Learning portal for internal and external organisations with provision for online payment. • Improved reporting in respect of courses completed, qualifications and accreditation levels. • Potential link to appraisal (pending completion of appraisal review work) • Hosting e-learning and development of blended learning pathways • Modernisation of training administration process | <ul style="list-style-type: none"> • Making best use of resources • Driving economic growth • One Council | <ul style="list-style-type: none"> • LMS implementation working group has been created with representatives from the key end users of the system (PAT, ASC & CSD) • Procurement process completed • Implementation well advanced including engagement with all key stakeholders including ICT, Finance and Audit. • System delivery has been split into 2 phases with phase 1 due to go live in December 2015 and Phase 2 delivered shortly after. |
| <p>Collaborative Working with Departments</p> <ul style="list-style-type: none"> • Collaborative /partnership role with departments • Detailed understanding of departmental priorities and pressures • Help navigate critical people issues and specific hot-spots • Support role in up-skilling managers to deal with complex people issues through coaching, mentoring etc • Build capacity and confidence of managers in handling people issues thereby improving organisational performance. | <ul style="list-style-type: none"> • Making best use of resources • One Council | <ul style="list-style-type: none"> • Rather than directly employing an additional resource, the model being used is for departments to identify people 'hot spots' and the interventions required. This is then supported by 'associates' (essentially individuals with the relevant knowledge/background) that can be drawn upon when needed during peak workload times. |