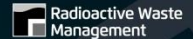




Stakeholder Summit 2019

Uwchgynhadledd Rhanddeiliaid 2019

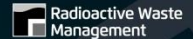


Delivering our mission together.



Jacq Longrigg

NDA Head of Skills and Talent



Delivering our mission together.



NDA - People Strategy

10 July 2019

Group HR – our focus moving forward

Group HR – the three areas of focus



Business Unit specific

HR interventions / issues that are in-play solely within a Business Unit (BU) where collaboration would not yield greater benefits across the Group and the BU should be left to 'get on with it'

HRDs at SLC / subsidiary level are accountable for making the decision that work sits within this area of focus. Where appropriate, sharing best practise is encouraged on an informal basis

Eg SL Leadership review, Magnox transition

Sharing best practice



Group wide

HR input that is scalable and would benefit from a diverse range of inputs and thought processes, leading to common outcomes that may ultimately yield benefits across a number of stakeholder groups – eg Employees, TUs, BEIS / HMG, Tax payers.

Initiatives of this nature also provide broader exposure and development opportunities for the wider HR community Eg. EDI, mobility & transferability

Collaborative working



Mandatory

Initiatives that necessarily have to be implemented as a result of direction from BEIS / HMG e.g Workforce Policy Reform

We need to operate here

Activities

Behaviours



One NDA – Purpose of the People Strategy



- Enable and drive the delivery of the NDA Mission plan through people
- Attract and develop a highly skilled, talented and motivated workforce
- Create a culture in which our people thrive



Through:

- HR Leadership, expertise and professionalism
- Working in partnership and collaboration
- Business focused solutions
- Driving and facilitating change
- Developing and empowering leaders and managers
- Effective and efficient systems, policies and processes

One NDA - Group People Framework



HR Focus	Relevant for People Framework?
Equality, Diversity and Inclusion	<input checked="" type="checkbox"/>
Leadership Development	<input checked="" type="checkbox"/>
Talent and Succession Planning	<input checked="" type="checkbox"/>
Early Careers	<input checked="" type="checkbox"/>
Skills, Learning and development	<input checked="" type="checkbox"/>
Resourcing	<input checked="" type="checkbox"/>
Reward	<input checked="" type="checkbox"/>
Employee Relations	<input checked="" type="checkbox"/>
Data Management and Analytics	<input checked="" type="checkbox"/>
Employee engagement and experience	<input checked="" type="checkbox"/>
HR Community and Sharing	<input checked="" type="checkbox"/>

All areas of focus would benefit from consistent Group-wide principles, standards / 'guard rails' to drive One NDA forward

