

# Organisational Development Framework



## Supported by:

- Employee involvement and engagement
- HR Processes, Policies and Systems (Infrastructure)
- Culture
- eLearning

## RETAIN

- Targeted Training & Development
  - Skills & Knowledge
  - Technical and SHE
  - Accreditation
- Sponsorship / Degrees
- Incentives & Recognition
- LCUK Induction

## GROW

- Targeted Training & Development
  - Professional Development
  - Technical Development
  - Accreditation
- Performance Measures
- Career pathways
- Coaching
- Mentoring

## FUTURE

- Targeted Training & Development
  - New skills/role
  - Future planning
- Succession planning
- Retirement planning

## ATTRACT

- Market the organisation
- Recruitment process
- Induction
- Skills development
- Benefits package

