



## Staff Survey 2011 – UEB Action Plan

Objective	Actions	N/O/A*	Measures of success	Responsibility	Date for completion
Improve the use of and buy in to the SDR/PDR processes	Monitor effectiveness of recent changes to PDR process	O	Increased number of staff attending PDR/SDR related training	HP	March 2012
	Review and implement suggested changes to SDR process	N	Positive feedback from staff with regards to new processes	HP	July 2012
Increase the proportion of appropriate colleagues undertaking leadership development intervention	Embed Birmingham Professional and further embed Birmingham Academic and publicise associated career pathways	N	Communication & engagement plan carried out	Registrar & HOCs	July 2012
			Increase in number of staff undertaking development	UEB	Ongoing
Improved understanding of how the University goals impact on individuals	Develop individuals' understanding of how the University's goals impact upon them as individuals and how they contribute to achieving Birmingham 2015	A	Neutral views change to positive views	UEB and local managers	March 2013
Build upon improvements in the perception of leadership	Continue with UEB member development programme	O	Review of UEB member objectives and development plan carried out	UEB	Ongoing
	Continue to improve effectiveness of ULF by supporting nominations to SAL 3 programme (including Professional Services staff)	O	Positive feedback on SAL programme and numbers attending	HOCs	Jan 2012
Further increase UEB visibility	Aim to increase attendance at VC forums by varying locations & style	A	Increase in numbers attending events	VC	Ongoing
	Look for opportunities to increase UEB visibility outside of one's own domain	N	Increase in interactions between UEB members and staff outside of their area	UEB members	Ongoing