



South
Lanarkshire
College

East Kilbride

HR COMMITTEE

DATE:	February 2022
TITLE OF REPORT:	08-22 HR Strategy Overview
AUTHOR AND CONTACT DETAILS	Gary McIntosh, Head of Human Resources gary.mcintosh@slc.ac.uk
PURPOSE:	Provide the HR Committee with an overview of 3-Year HR Strategy currently under development and to engage in discussion around the approach.
KEY RECOMMENDATIONS/ DECISIONS:	The Board is asked to: <ol style="list-style-type: none">1. Review the categories and their focus areas.2. Discuss and share ideas into the further development of this strategy.
RISK	<ol style="list-style-type: none">1. Business impact of not achieving HR deliverables aligned with the College strategic framework.2. Lack of guidance on deliverables of the HR department and leadership teams.
RELEVANT STRATEGIC AIM:	Highest Quality Education & Support – valued & enthusiastic staff; high-quality support services; productive partnerships Sustainable Behaviours – effective leadership and management; excellent governance
SUMMARY OF REPORT:	The report will provide insight into each of the following areas: <ul style="list-style-type: none">• An overview of the strategy design• A definition of the themes within each key lever

1 INTRODUCTION

1.1 This paper provides an overview of a three-year HR strategy which is currently being developed in line with the College's strategic framework. The complete, proposed HR strategy will be brought to the HR Committee at the next meeting.

2 OVERVIEW

2.1 The strategy focusses on three key levers which are directly linked to the College strategic framework, which are:

1. Talent – which enables talent to achieve the strategic outcomes.
2. Culture – which aligns employees with the Values of the College.
3. Experience – which is a design-thinking approach to underpin employee experience across all stages of the employee journey.

3 KEY LEVERS

The following demonstrates the themes of each of the key levers.

3.1 Talent

The strategic priority for this will be the creation and implementation of a College-wide framework, which will provide a consistent talent view and approach to:

1. Attracting and recruiting
2. Training & development
3. Talent management
4. Organisational development

3.2 Culture

The development and embedding of the College Values will be under the following themes:

1. Employee communications and employer brand
2. Employee relations
3. Equality, diversity & inclusion
4. Recognition
5. Engagement
6. Wellbeing

3.3 Experience

Building the experience for candidates, employees, managers and leaders will be under the following themes:

1. Enhancing the experiences through design-thinking
2. Building “delight” into the moments that matter
3. Leveraging technology to empower candidates, colleagues, managers and leaders