

Core People Management Development

Priorities to deliver:

- Ways of working
- Change
- Savings
- Choose Havering
- Our People Strategy
- ICARE Values
- Climate Action



**BRIGHT
FUTURE**

Appendix D – Core People Management Development (page 2 of 2)

Managing Self	Equality Diversity & Inclusion – (currently outside of L&OD)	Communication for results/relationships/collaboration	Leadership
Managing priorities	Creating an inclusive team environment	Emotional intelligence	Building & developing team <ul style="list-style-type: none"> Managing team performance Decision making Resolving team tensions Leading inclusive teams Building effective teams Developing teams Collaborative problem solving Managing remote teams Developing people Leading teams through change
Responding & adapting to change	Able to challenge inappropriate <u>behaviour</u>	Knowing self and personal impact (empathy, listening, asking questions, <u>summarising</u>)	Creating a high performance environment <ul style="list-style-type: none"> Translating vision and purpose to achievable results Creating shared purpose Delegation Coaching-style conversations Agile working
Navigating ambiguity	Confident to hold conversations about protected characteristics	Courageous conversations	Managing effectively <ul style="list-style-type: none"> Managing performance Developing people Feedback giving and receiving Supporting wellbeing Managing HR processes (performance, sickness etc.) Recruiting the best people
Managing own career & Development	Conscious Inclusion	Negotiation, persuading, influencing	
Creative problem solving & innovation (time to think)	Embracing Cultural Difference	Giving and receiving feedback	
Resilience & handling stress	Understanding bias		