

PEOPLE STRATEGY 2018-2020

Update as at October 2018

The following focus areas for our goals have been prioritised for 2018-19 in response to the priorities of the Unitec Renewal Plan (July 2018).

Goal One - Build the capability of our frontline leaders

- » Integrate core leadership competencies across Unitec
- » Build and embed leadership capability to support Performance Partnering

Goal Two - Enhance and simplify customer-centric systems and processes

- » Review, simplify and enhance all people processes, policies and procedures
- » Improve access and use of systems and processes for staff
- » Centralise casual workforce administration
- » Implement PeopleSoft 9.2
- » Extend the Management Toolkit across professional services
- » Improve the controls around the total remuneration budget

Goal Three - Attract, develop and retain our talent

- » Partnering across the organisation to lift Teacher Capability
- » Embed Performance Partnering including technology integration
- » Fostering a culture of self-assessment and reflective practice
- » Recognise and reward employees

Goal Four - Lift our staff engagement

- » Support the annual staff engagement survey by identifying needs and executing action plans using a partnership approach
- » Gather ongoing and regular staff feedback through pulse surveys and action promptly
- » Connect staff to the Unitec Kaupapa
- » Embed a positive Health and Safety culture
- » Develop and implement a strategy to counter bullying, harassment and other poor behaviours
- » Partner to support the Māori Strategy and develop treaty-based partnerships
- » Partner to support Pacific and other cultures
- » Create an environment that enables people to bring their whole self to work