

# People & OD Committee

## Deep Dive: Culture

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# People and OD 'BIG 3' – Our Strategic Priorities

## Culture and Experience

- A compelling cultural narrative
- Shaping work around life
- An employee value proposition – our people promise
- Equality, diversity and inclusion

## Organisation Effectiveness

- Skills to deliver the Long Term Strategy
- Change management capability
- Skills and agility
- Organisation design

## Resources and Processes

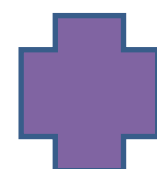
- Policy, processes, and systems
- Analytics and insights

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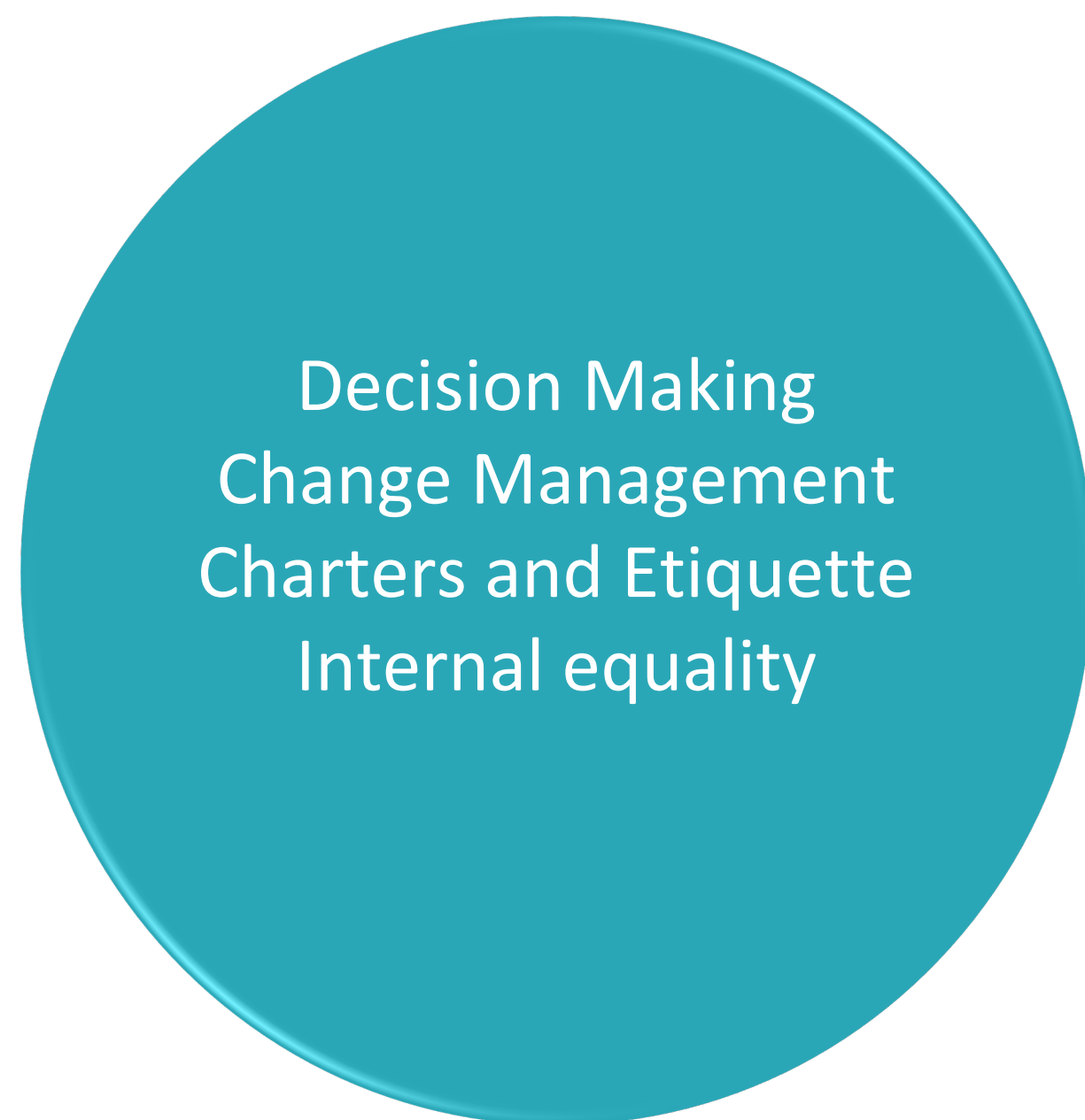
Our Ambition: A flexible, sustainable and thriving Public Health Wales workforce with the capability, capacity and desire to successfully deliver our Long Term Strategy

***Culture is the patterns of behaviour that are encouraged, discouraged or tolerated over time***

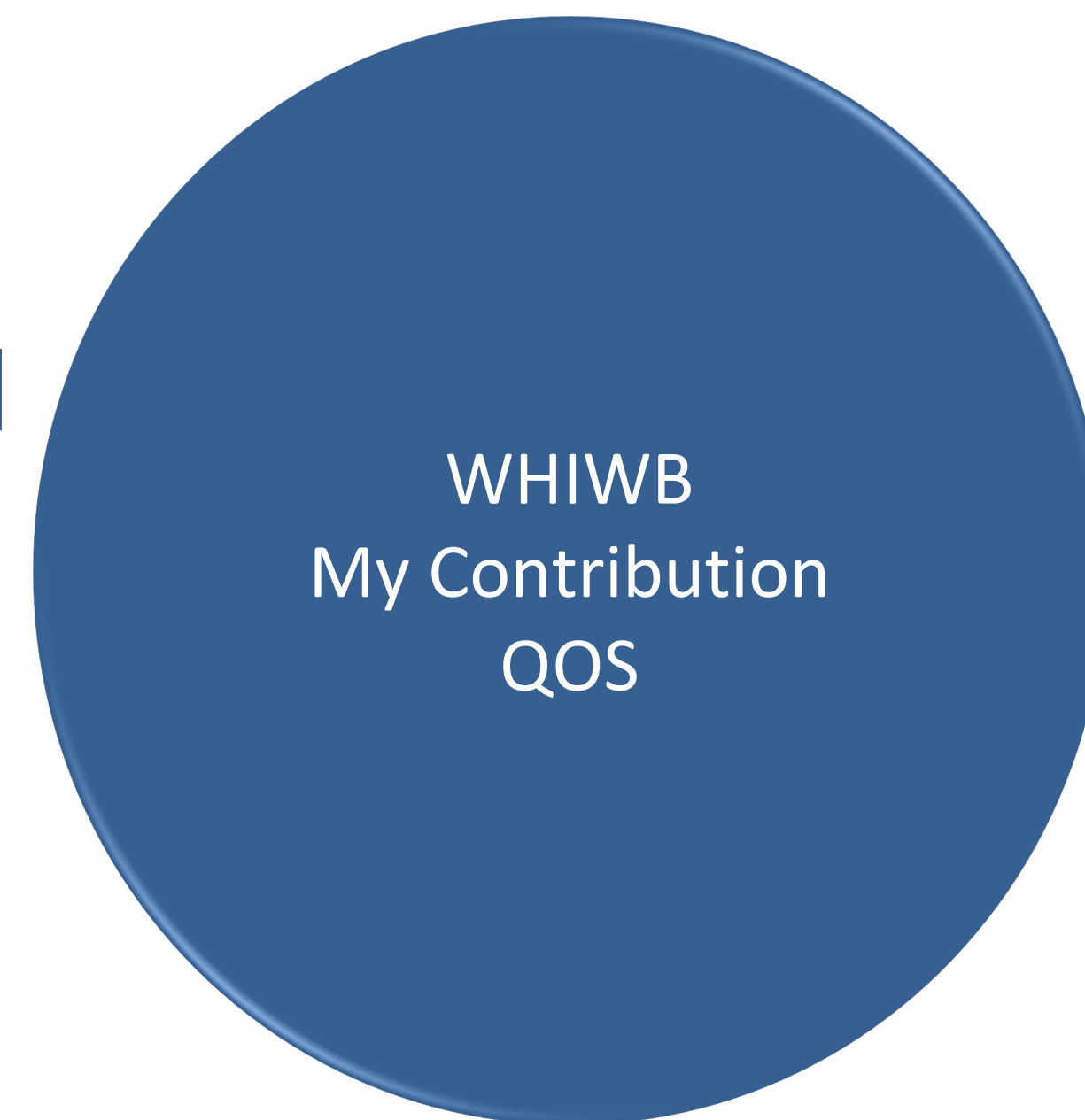
## Values & Behaviours



## Symbols



## Systems & Processes

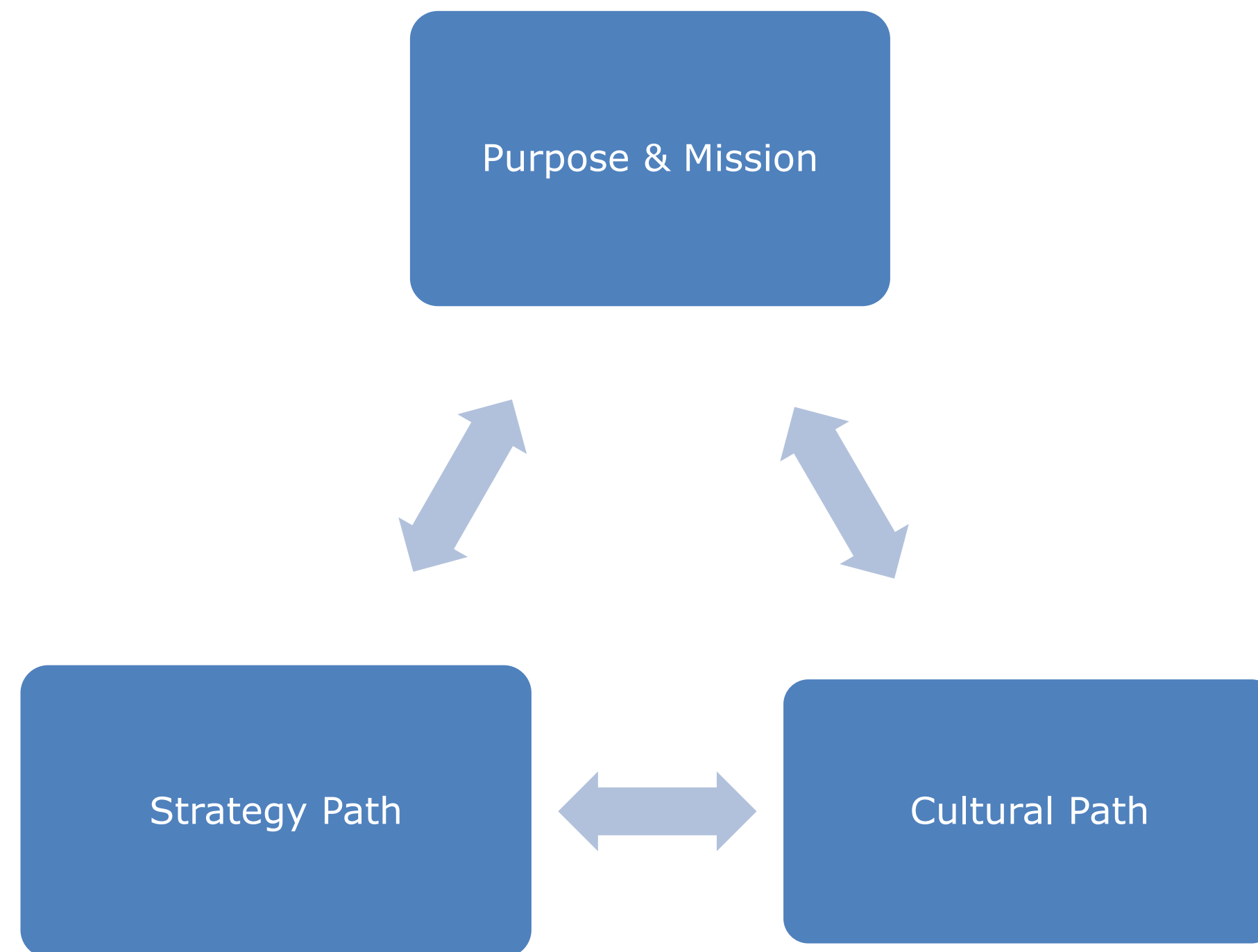


# Strategy and Culture

The What

The How

**No matter how good a strategy is, when it comes down to it, people always make the difference**



# The story so far

2020  
People  
Strategy

2022  
Board, BET &  
IMTP  
commitment  
Investment  
Procurement

2023  
Baseline  
assessment  
– current  
and ideal  
culture

2023  
Analysis  
Comms &  
engagement  
Culture  
advocates

2023  
Intranet  
Content





# What next?

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# What next

P

2023 +  
Closing the gap

2023  
Leading with  
Impact  
Workshops

2023  
Staff  
Survey

2024  
New  
Strategic  
Equality  
Plan

2026  
Reassess  
culture

Closing the gap





GIG  
CYMRU  
NHS  
WALES

Iechyd Cyhoeddus  
Cymru  
Public Health  
Wales

Gweithio gyda'n gilydd  
i greu Cymru iachach

Working together  
for a healthier Wales

