Introduction:

Here, at The University of Nottingham, we have a vibrant and diverse staff community offering us the capability and passion needed to achieve delivery of Global Strategy 2020. We have begun to establish the operating structures that we need, identifying faculties as our core business units. Work underway through Project Transform and Strategy 2020 redesign will further consolidate this model enabling us to deliver services to students in a new and forward-thinking way.

To release the full potential of our people as individuals and members of teams we need to develop and refine our internal people processes, ensuring they facilitate high performance and enhance our working environment to embrace diversity and foster inclusivity. We start on solid foundations, but must be ready to embrace change and recognise where we can push ourselves further as we work to achieve our Global Strategy 2020 aspirations. We realise that there will be an ongoing need to balance the pace of change with organisational impact in order to ensure changes enable the right outcomes for the University. We will work together with all our stakeholders to ensure we achieve this balance.

Our core organisational strategies set out the vision to provide Excellence in Education and Student Life, whilst undertaking high-impact, World-Changing Research. To achieve these strategies we will:

• Continuously strive to be recognised for delivering an exceptional student experience, where students are at the heart of the University and are empowered to be active partners in their own education.

• Continue work to create an exceptional, diverse and inclusive employment environment for staff, where staff are active partners in the delivery of Global Strategy 2020.

• Continue to embed internationalisation, learning from the diversity it brings and valuing the opportunity for cross-collaborative thinking and working.

• Develop and build high-performance partnerships enabling growth through entrepreneurial and innovative research which will add value both in and outside of the University environment.

• Focus on quality in all that we do, whilst ensuring the financial sustainability and strong organisation reputation that we need to continue our journey to 2020 and beyond.

Underpinning this, we will recognise and value our heritage and will continue to build on the legacy of Sir Jesse Boot to honour our obligations to current and future generations of students, alumni and staff and the communities in which we are embedded.
Our values

To deliver our vision for 2020 we will support our staff to understand and reflect our values within their roles. Our values are to:

• put students at the heart of the University
• value all staff and support them to excel
• focus on quality and excellence
• value diversity and promote equality
• think globally, deliver locally, and engage personally
• take an international view across all our activities
Enabling us to succeed

We recognise and value our people as our most important asset in achieving each of our aspirations within Global Strategy 2020.

To enable us to succeed we need:

- The right people with the right skills and values in place at the right time.
- Exceptional leaders, who champion our culture, reflect the values of the University and facilitate high performance.
- A highly talented, skilled, diverse, motivated and empowered workforce.
- To foster a developmental, collaborative, inclusive and supportive working environment.
- Open and honest communication and consultation which values the different views and ideas which a diverse workforce brings.
- To enable our staff by providing leading-edge technology, infrastructure, business systems and processes.
- Robust performance management processes which facilitate achievement of our performance aspirations.
- To understand our students and engage our staff to be responsive to deliver what’s important to them.
- To advance equality of opportunity.

We will need to work collaboratively to support key transformation programmes. We need to ensure business critical projects are underpinned by robust, people-focused approaches that are fit for purpose for our evolving organisation. We will enable change in a supportive way that values, rewards and stimulates individuals appropriately.

To recognise the ambitions of Global Strategy 2020, we need our staff and students to value diversity, enabling us to learn through our differences and grow through our individual strengths.
Our people

We need our staff to be:

• inspired by each other
• engaged through valued reward, recognition and development opportunities
• proud to work for a transformational place of learning
• committed to delivering excellence, and to placing students at the heart of all activity
• empowered and supported as individuals and as members of a team to achieve high performance and reach their full potential
• adaptable to change, enabling the organisation to achieve transformation which is sustainable and effective
• committed to valuing diversity and inclusion

We expect our staff to work with us as we strive towards our shared vision for 2020; challenging ourselves to deliver high performance in all that we do and keeping our values at the heart of University life.