|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** |  |  | **Manager** |  |  | **Date** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Overall objectives/priorities** | **Activity/initiatives to achieve objective**  For each objective think about what initiatives will be needed in order to deliver the main objective; smaller pieces of work which will help you to make progress. | **KPI/Measures/Impact**  For each of the objectives identify what KPIs you could use to monitor the success of this work and what outcomes you would expect to see. | **Learning and Development**  For each objective consider what new learning or development you will need in order to achieve your objectives. |
| Objective One:  To be a proactive, supportive and responsible member of the AberSU Leadership Team to ensure that Aber SU helps students to love student life.  Strategy promise: Organisation sustainability | 1. Role model positive behaviours that support our organisational values. 2. Take a leading role in organisational development and achieving against the strategy/operating plan. 3. Positively line manage staff with regular to one to ones (at least every 2 months between Sept and April) – uploading relevant docs to online HR and regular team meetings to review activity and progress against the annual operating plan. 4. Be proactive in requesting and accessing learning and development opportunities and Support staff to do the same. 5. Monitor and record key measures to track KPI progress. | 1. Improving or maintaining positive results in the employee engagement survey or equivalent surveys including improved reported satisfaction and confidence with the leadership team 2. Number of staff taking part in 360 reviews 3. Achieving against the operating plan and KPIs 4. The number of absences or unplanned working from home days 5. Overall happiness scores 6. One to one records exist on BreatheHR that review progress on objectives 7. All staff have objectives (including probation) to work towards and progress is reviewed regularly. |  |
| Objective Two:  Strategy Promise: | 2.1: |  |  |
| Objective Three:  Strategy Promise: | 3.1: |  |  |
| Objective Four:  Strategy Promise: | 4.1: |  |  |