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

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| **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, positive and effective member of the AberSU staff and officer team to ensure that Aber SU helps students to love student life  Strategy promise: Organisation sustainability | 1.1: Role model positive behaviours that support our organisational values  1.2: Contribute towards organisational development and achieving against the operating plan  1.3 Proactively raise challenges and new ideas  1.4: Be proactive in requesting and accessing learning and development opportunities  1.5: Monitor and record key measures to track KPI progress  1.6: seek out and promote best practice in the sector | * Improving or maintaining positive results in the employee engagement survey or equivalent surveys * Number of staff taking part in 360 reviews * Achieving against the operating plan and KPIs * The number of absences or unplanned working from home days * Overall happiness scores |  |