



UNIVERSITY OF  
LINCOLN

**DYNAMIC ENGAGED  
PEOPLE**

Human Resources Action Plan

**2016 - 2021**

# Foreword

Our university is described by The Times Good University Guide as "the most dramatic transformation of a university in recent times" – it is only because of our people's commitment, drive and talent that we were able to achieve this.

We continue to be ambitious and by 2021, the University aims to be a global 'thought leader' for 21<sup>st</sup> Century Higher Education. This ambition will again only be realised by our diverse and inclusive community embracing collaborative working, valuing individual differences with continued dedication, future focus, creativity and talent.

Our people strategy, as defined in the University's strategic section on *Dynamic Engaged People*, aims to support and empower our people in taking the University to the next level through our continued commitment to; wellbeing, development and growing a diverse and inclusive community to be continuous learners, embrace change and to realise personal and organisational ambitions.

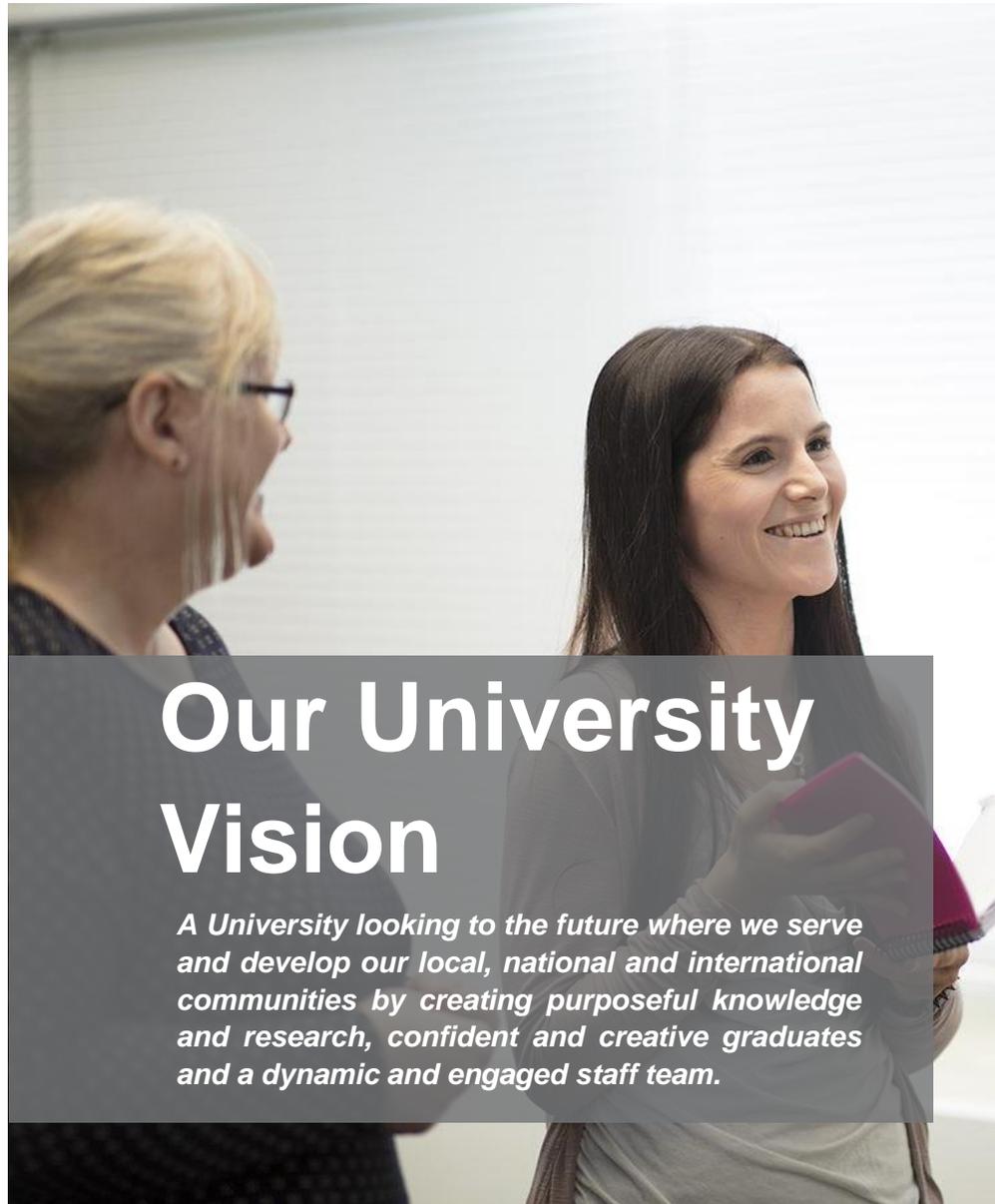
We are proud that the University has received recognition as an employer for its people engagement approach including; championing positive contribution and activities which strive to retain our talent. We endeavour to be future focussed in our people engagement strategies both for our existing establishment and to attract the most dynamic and innovative people to join our community; people who are engaged in the achievement of our shared ambitions and take pride in their place of work and wider community.



**Ros Simpson**

*University of Lincoln HR Director*





# Our University Vision

*A University looking to the future where we serve and develop our local, national and international communities by creating purposeful knowledge and research, confident and creative graduates and a dynamic and engaged staff team.*

## Our Vision, Mission and Values

1

### Vision

To continue to be an employer of choice.

2

### Mission

To further grow a diverse and inclusive culture of people who are engaged in the achievement of our shared ambitions and take pride in their place of work and wider community.

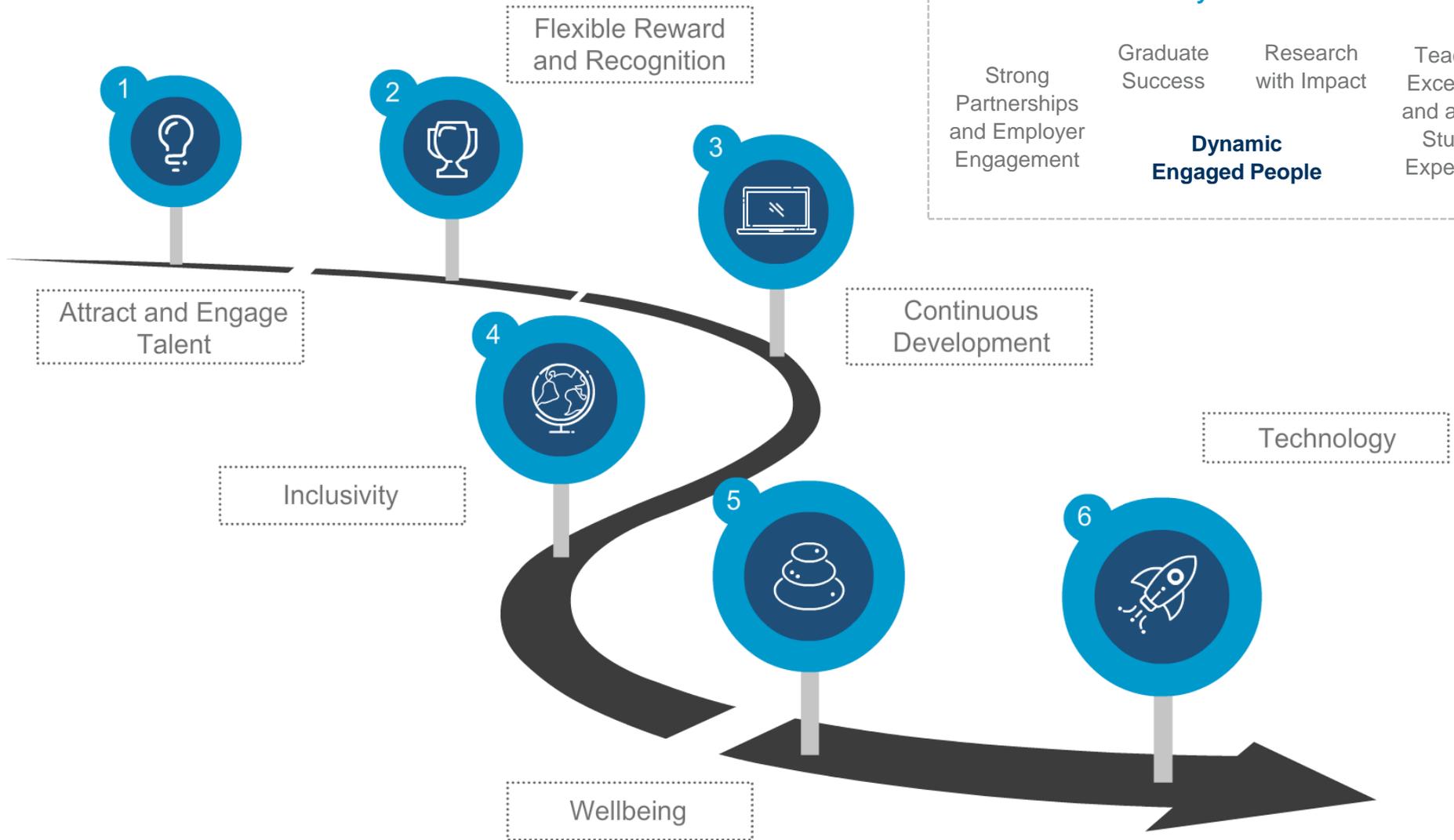
3

### Values

We are committed to people engagement strategies which attract and retain talent, whilst identifying and recognising positive contribution and innovation. We are committed to the health and wellbeing of our community and offer development opportunities that support our people to be continuous learners, embrace change and realise personal and organisational ambitions.

# Dynamic Engaged People

## Our Key Themes



University Strategic Plan 2016-2021

### Key Themes

Strong Partnerships and Employer Engagement

Graduate Success

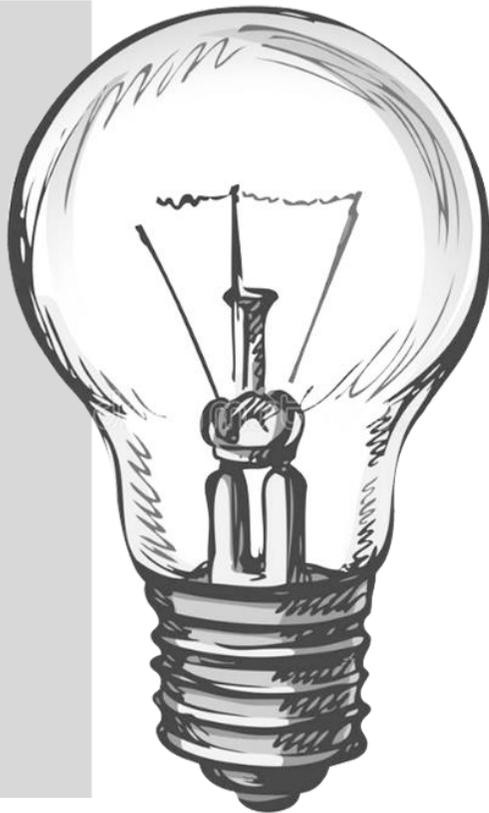
Research with Impact

Teaching Excellence and a Great Student Experience

### Dynamic Engaged People

# THEME 1

## ATTRACT AND ENGAGE TALENT



“

*We will be clearly recognised as an excellent employer and will ensure we remain a destination of choice ensuring that talented people choose to build their careers at Lincoln.*

”



### Vision

Through our global reputation, we directly attract and retain the most dynamic and innovative people to join our community, who are engaged in the achievement of our shared ambitions and take pride in our place of work.

### Our Commitment

- Establish a reputation as an employer of choice nationally and internationally to attract the best talent
- Apply effective engagement strategies that supports employee satisfaction and retain talented people
- Implement engagement strategies, which measure and monitor the organisational performance, in relation to people and take action as necessary

*“ We will recognise staff who are innovative in their practices, and who believe in our mission and can bring ideas and energy to deliver our ambitions. ”*

## Vision

Through our flexible, fair and transparent approach to reward and recognition, we identify and champion positive contribution.

## Our Commitment

- Offer flexible, diverse and attractive rewards that identify us as an employer of choice
- Apply recognition processes that identify positive contributions, which are aligned to the University's ambitions, behaviours and cultural practices
- Ensure that there are recognition outcomes that champion and highlight positive impacts

# THEME 2

## FLEXIBLE REWARD AND RECOGNITION



# THEME 3

## CONTINUOUS DEVELOPMENT



### Vision

Through our commitment to development, our people are supported to realise personal and organisational ambitions.

### Our Commitment

- Equip our leaders and managers with the necessary skills and behaviours to lead others
- Identify career pathways and workforce plans to develop people for the future
- Create flexible opportunities to access development enhancing experiences

“  
*We will create a flexible and open university that encourages and supports collaborative working across boundaries and disciplines.*  
”

## Vision

Through our commitment to further grow a diverse and inclusive community we embrace collaborative working, and continue to foster an inclusive and supportive environment for our staff, students and wider communities. This is to ensure individual differences are valued and inclusion for all being the norm.

## Our Commitment

- Embed equality, diversity and inclusion in all trends of University work
- Develop and embed frameworks that articulate our expected behaviours and values
- Engage leaders and managers to challenge behaviours that distract from our values

# THEME 4 INCLUSIVITY



# THEME 5

## WELLBEING



“ Our facilities will support the wellbeing, productivity and lifelong development of our students and staff. ”

### Vision

Through our focus upon the health and wellbeing of our people, we proactively encourage a responsibility for self and others, that forms part of our culture.

### Our Commitment

- Equip our leaders and managers to support and maintain a healthy workplace environment
- Enable our people to have awareness of services to support their own wellbeing
- Provide education and strategies to support proactive wellbeing

“ Create positive and enabling environments to support creativity and innovation Enabling Technologies. ”

## Vision

Through our practices we enable a university culture, which develops opportunities, that has accessible services and innovative technologies.

## Our Commitment

- Be responsive and accessible in a 24/7 age
- Enhance technologies to increase engagement, transparency and inclusivity
- Develop additional technologies that provide timely intelligence to inform the University

# THEME 6 TECHNOLOGY

