



## Our cultural journey

### Team Wigan at the heart of the Deal

**Sonia Halliwell – Director Customer Transformation**

**Lisa Selby – Assistant Director HR & OD**



Our People

Our Place

Our Future

# BeWigan

**Supporting staff to deliver the Deal**

Because **how** we do things is just as important as **what** we do

## Be Positive

...take pride in all that you do

## Be Accountable

...be responsible for making things better

## Be Courageous

...be open to doing things differently

# BeWigan

## Manager behaviours

### Inspire

I lead by example and help others to see the bigger picture

### Care

I show genuine concern for people as individuals and value their contributions

### Engage

I connect with others both within and beyond the organisation



# Staff Deal



## Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and wellbeing
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

Signed

Alison McKenzie-Folan, Chief Executive

## Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take any opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough

Signed



# Where are we now

The Deal  
2030

Our People

Our Place

Our Future

Wigan Council

NORTHERN  
**POWER  
WOMEN**



85%

Feel motivated

80%

Feel engaged

71%

Feel energetic

# We recruit differently

The Deal  
2030

Our People

Our Place

Our Future

Wigan  
Council

Behaviour based  
job summaries

Refreshed  
induction process

**greater•jobs**

Streamlined  
recruitment  
process



# Permission to do things differently



Asset based conversations



Customer focussed



new ideas



Innovative approaches



Partnership working



# HMS Heathside

The Deal  
2030

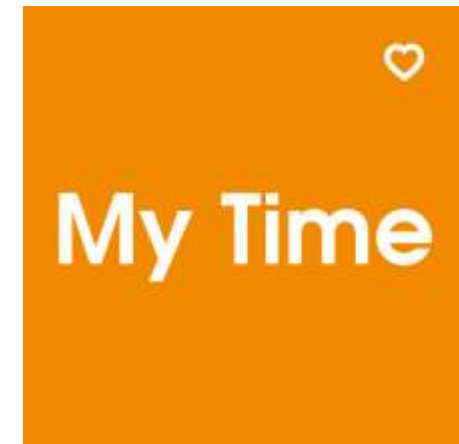
Our People

Our Place

Our Future

Wigan Council





# The journey continues...

Implementing Deal 2030 and finding innovative and creative ways to bring it to life through our workforce.



# Thank you

**Our People**

**Our Place**

**Our Future**