



Meeting and Developing People Our Way

Feedback from the Performance Development Review (PDR) review has informed us that people generally felt that the previous PDR process was lengthy and there were no clear benefits for doing them.

In some areas this was compounded in the way it was carried out, for a few the PDR process was the only time the manager and employee met to discuss objectives, wellbeing and development.

We therefore are recommending that we move from the traditional way that we have applied PDR and introduce our new way of meeting and developing people and rebrand.

The theme of this will be Railways in keeping with our town's history. This will be applied through 'On Track Talks' and 'My Journey' with various tool kits and development to support practice.

On Track Talks - Unlike 'My Journey' which focuses on the employee's personal career aspirations, succession planning and development need, On Track Talks should concentrate on employee's targets, objectives, the ways they work and their wellbeing.

For further detailed information on this process, refer to the On Track Talks Guidance.

Outputs provide evidence to inform 'My Journey' discussions.

My Journey – Creates the space for individuals to discuss their personal career aspirations, succession planning interest along with their potential and performance and any development need. This discussion is informed by the outputs from the 'On Track Talks'.

This information will inform the support provided to the individual and our Workforce development solutions.

Check and challenge meetings will be carried out between managers and their senior managers and HR to ensure consistency and quality practice.

Toolkits and Development Activity – If the above processes are the 'What and Why', these support methods provides the 'How' by providing a steer in the way we all can have effective conversations at DBC in accordance with the Valued Behaviours framework.

By applying these guides will enable everyone to be their best every day and feel able to express themselves so that we can all achieve things together and deliver what is needed.