

1. What's your agency's approach to PMES and employee experience more generally? Is your approach similar or different to the presenters'?

Similar both individual directorates and organisational actions

Similar. Exec choose focus on 2 areas and staff choose 2 focus areas

Our P&C team doesn't pursue any approach/ no OD function. They lack capability to honestly, actively engage with low scoring areas. Responsibility for poor scores is explained as 'a small group of unhappy/trouble-making employees'

Promoting improvements that have been implemented since the last survey
Have commenced a cross functional working group to unpack results and action plan

Half and half. It was great to hear forward thinking approaches, and how others relate to our Org. We are driving both a top down and bottom up approach.

Sharing case studies

Similar in that it's about focusing on a small number of actions

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Shifting PMES from a P&C project to an all of business project with champions across the business

2. What actions/improvements has your agency been implementing to address your priority areas?

Developing leader capability in change communication and listening Wellbeing

Recruitment - Transparent updates on the recent works of mapping the overall end to end Recruitment Process L&D - Launched a new Learning Plan and gathering stakeholder feedback on the plan.

Setting up agenda during exec meetings to discuss and focus on culture. Setting up culture program with periodic measurements

Improving decision making through flattening hierarchy

Education sessions around recruitment processes which vastly increased our recruitment satisfaction school school

Having multiple exec sponsors in case of movements

Monthly CE update

No actions taken to identify or address priority areas on an agency-wide basis. Low scores are attributed to specific team/divisions and left with them to improve without an agency-wide culture transformation approach.

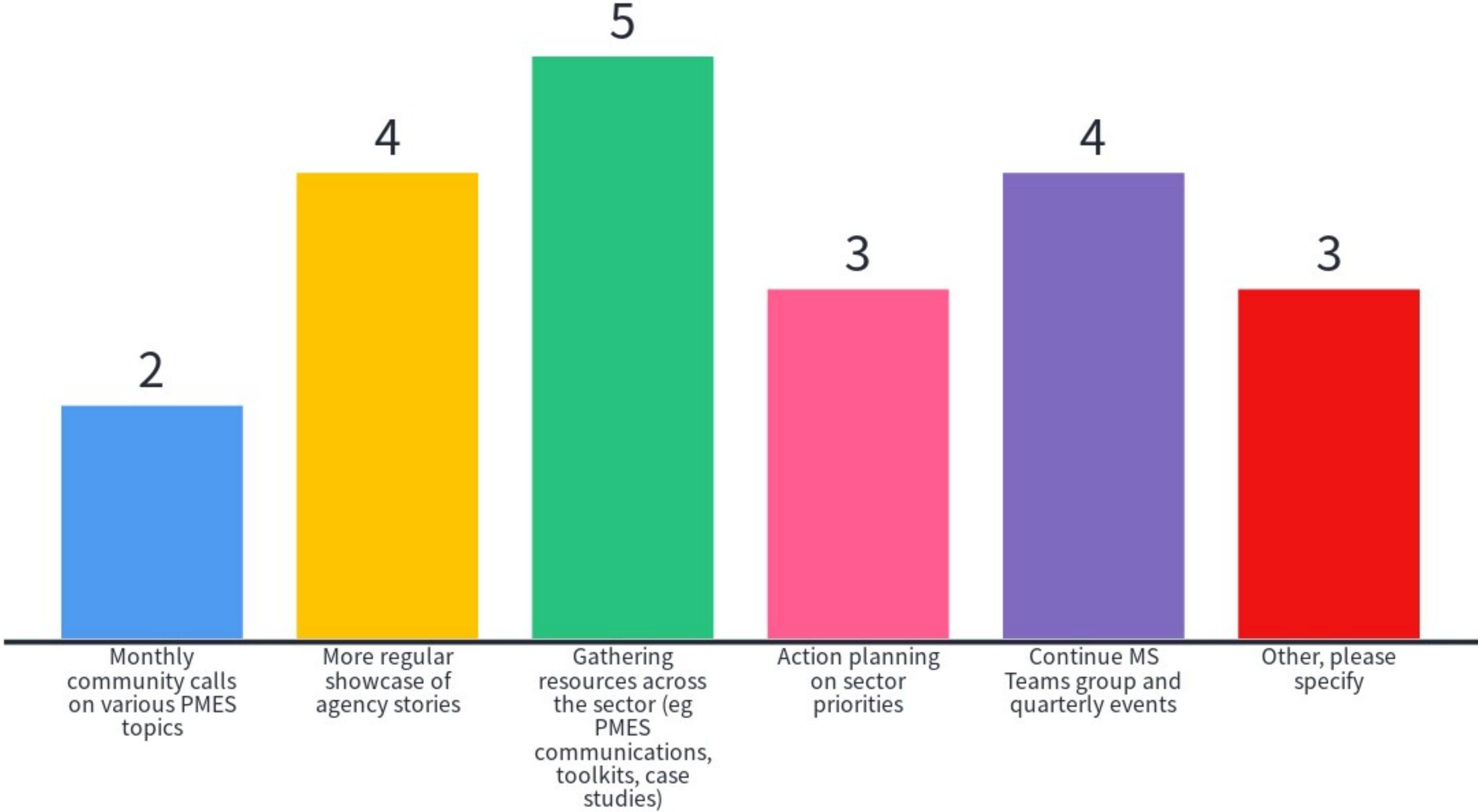
3. When addressing your priority areas, what useful resources have you come across that you can share with others in the group?

We are all struggling with recruitment. Need central training for panel conveners on candidate management and feedback

Change Management practices - Prosci methodology, SWOT analysis; Root Cause Analysis - creating the journey and driving the importance of coming along for the ride.

There are many great resources available to support improved org culture, EX, reduce bullying etc but ultimately active, vocal, visible, accountable leadership is needed. How can the PSC help to influence cross-sector leadership capability-dev.

How can we further increase knowledge sharing and collaboration related to PMES? (Multi select)



If you voted for 'Other', please specify your suggestion.

Would love to have these session as soon as results come out. Help us unpack the data more right at the start. Have one on one coaching sessions with each organisation. A regular monthly session of sharing ideas and hearing from others like today

Teams is not useful for all agencies. I couldn't access chat during that meeting because my agency does not have access to the full teams package and I was using a web-based service. There are other agencies in the same position as my agency and we

Find it difficult to access information when it is only provided through teams

Can the PSC share their PMES results and improvement actions, to help build leadership safety, vulnerability and accountability to drive EX across the sector. Would be good to hear PSC stories/learning of culture transformation and change management