

Message

From: Joanne Hancock [IMCEAEX-
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BDEE-44E0-A927-C3A13BD5B80A@C72A47.ingest.local]
on Joanne Hancock <IMCEAEX-
behalf _O=MMS_OU=EXCHANGE+20ADMINISTRATIVE+20GROUP+20+28FYDIBOHF23SPDLT+29_CN=RECIPIENTS_CN=JOANNE+2EHANCOCK4
of BDEE-44E0-A927-C3A13BD5B80A@C72A47.ingest.local> [IMCEAEX-
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BDEE-44E0-A927-C3A13BD5B80A@C72A47.ingest.local]
Sent: 05/04/2013 13:33:02
To: Kevin Patnell [GRO] Wayne Z Griffiths [GRO] Gordon Y Grant
[GRO] Andrew Wise [GRO] Sharron L Jennings [GRO]
CC: Adam Torinci [GRO]
Subject: FW: People Plan - Central Learning & Development

All

An update on the workstream.

When I met with Andy Hayward (Advanced Development Programme – ADP), Dave Wood (succession planning), Toni Sless (technical skills) and Tony Newman (overall people plan) it was agreed that the next steps would have to be completion of the skills matrix (everybody in the team will be doing this during their April 121/PDR) and the assessment centre/process that Dave is co-ordinating and that following that we would have a clear idea of what we had to deliver as priorities for the team in the coming year (for all stream not just leadership & general management).

I think that we still need to have a view on what we would like to deliver under our banner and be in progress of scoping this, ready to roll once requirements are firmed up.

Wayne has already started the ball rolling with approaching senior managers to run their 'Post Office Story' sessions as a new way to deliver these messages (real people, real examples).

As per the email chain below I will be meeting with Gabriella to understand what the business intends to do that we can buy in and get our requirements logged at the earliest opportunity.

I will update you after this.

I'd like to take this opportunity to remind you as individuals to nominate yourself to Dave Wood if you want to take up the assessment process, a chance to increase visibility and stretch your personal development.

Regards.

Jo

Joanne Hancock | Senior Security Programme Manager

[GRO]
[GRO]
joanne.hancock [GRO]



From: Gabriella Driver
Sent: 03 April 2013 19:53
To: Andy Hayward; Joanne Hancock
Subject: FW: People Plan - Central Learning & Development

Hi Andy and Joanne,

As per Katie's note below, I joined the business a few weeks ago to look after the learning and development agenda across POL. The main focus is leadership and development but also the blueprint for how we define and procure training requirements.

It would be great to get to meet you both – either 1:1 or together – to get some insight into the work streams you're leading within security. Hopefully we'll be able to join up somehow.

My calendar is up to date if you'd like to book something in?

Best wishes
Gabriella

Gabriella Driver | Learning and Development Manager

Post Office Limited, [REDACTED] GRO
[REDACTED] GRO
gabriella.driver@ [REDACTED] GRO



From: Katie Barber
Sent: 03 April 2013 15:40
To: Andy Hayward; Joanne Hancock
Cc: Gabriella Driver
Subject: People Plan - Central Learning & Development

Andy/Jo,

I met with Gabriella Driver this afternoon who has joined POL to look at all learning and development across the business. I think there could well be some overlap with what your respective workstreams are looking at delivering, against what the business is looking to set up over the coming months.

I suggested Gabriella speak to you both to ensure your activities are streamlined with the business direction – I think she'll contact you direct but feel free to get in touch with her to discuss your areas in the meantime.

Kind regards,

Katie Barber | Senior Security Programme Manager

Post Office® Ltd Security, [REDACTED] GRO
[REDACTED] GRO
[REDACTED] GRO
katie.barber@ [REDACTED] GRO

