



People Plan Workstream: Advanced Development

Purpose	<p>The overall purpose is to identify and provide additional and bespoke development needs for specific individuals within the Security team that have been identified <u>either requested and/or been selected</u> for advanced development to meet both career aspirations and support the Security strategy for continuous improvement and professional development. This strand of the people plan will also support the overarching Training and Development plan and will demonstrate clear links to other elements of the People Plan which will enhance opportunities for cross plan collaboration.</p>
Objectives	<ul style="list-style-type: none">• To understand and identify current and future skills needs and gaps to support the Advanced Development Plan (ADP)• To work with the senior leadership group, learning providers and other stakeholders to influence and increase education and training supply and improve skills• To influence the Senior Leadership Group for the benefit of skills development in ADP• To help maintain a viable security function capable of delivering high quality services to meet the needs of the business.• This will be achieved by:• Attracting and retaining the best staff by the development of an effective career progression process• The provision of effective training and development opportunities to ensure maximum operational capability• The development, maintenance, review and deployment of an effective Knowledge Management framework to support ADP• Encourage individuals to take advantage of a bespoke package of learning opportunities to realise their career ambitions and talent.• Invest in people to enable them to enhance competencies to improve performance.• Provide continuous development for security professionalism and develop wider business acumen.• This will support <u>In unison develop</u> the team succession planning process <u>to identify key positions within the Security team</u>• Develop an ADP framework.• Support the T&D policy.• Develop ADP process and procedures.• Communicate and engage wider team in the recognition process.• This will support and supplement other areas of the people plan, notably, leadership and general management, training and development and performance management where clear linkages and opportunities will be maximised.• This will support and supplement other areas of the people plan, notably, leadership and general management, technical skill, succession planning, training and development where clear linkages and

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opportunities will be maximised.

Lead	Andy Hayward
Members	<ul style="list-style-type: none">• Aftab Ali• Julian Dimauro• Ben Edwards• Jim Coney• Claire Davies
In Scope	<ul style="list-style-type: none">• Security Training & Development policy• Skills & Competency Matrix• Succession Planning• Skills/Learning Matrix• Performance/Potential Matrix
Out of Scope	<ul style="list-style-type: none">• General Training & Development needs• Recruitment/Induction processes• Performance management process• Business HR Policy
Links/dependencies to other workstreams	<ul style="list-style-type: none">• Training & Development• Technical Skills• Succession Planning• General Leadership and Management Skills
Measures	<ul style="list-style-type: none">• Advanced Development/Academia accreditation• Project/Programme work• Personal Development Plans