

Background

West Suffolk County Council wanted to enable wellbeing and performance for all their people and senior leaders. They partnered with Bailey & French to design a programme called Continuing the West Suffolk Journey.

It was important to recognise what had been achieved and position learning as part of our ongoing journey, an opportunity to learn additional skills and how best to support each other moving into the future.

Our approach

The programme consisted of four sessions for everyone, with an additional session for senior leaders to reflect on key themes and design a strategic plan of action.

Sessions were delivered online. There was pre-reading and post reflections: including articles, micro-actions and practical tips and hints to help embed learning day-to-day. Jennifer Eves commented that what they liked most about Bailey & French was partnering and designing sessions that had an individual and organisational focus. After every session, we together explored what was most relevant to take forward. The Council's People Team now has a wealth of information to guide their strategic action plan.

The impact

The online workshops have been fantastic. People realised the power of taking time out and giving themselves the space to think. They also felt empowered knowing they were contributing and helping shape the organisation's strategy.

The outcome of the programme was 'together designing new ways of working for the future', which I feel we have achieved. This gives confidence as we move forward, knowing that our strategy is relevant and focused.

**Jennifer Eves is Assistant Director,
West Suffolk County Council**

Facts

Employees with high levels of PsyCap have more positive individual attitudes, such as higher job satisfaction and less intention to leave the current job. Moreover, these employees showed higher wellbeing as well as more beneficial individual and team behaviours.

Newman, Ucbasaran, Zhu and Hirst (2014)

Wellbeing programmes link positively to improvements in business key performance indicators

Gallup (2016)

Relationships with colleagues was deemed the number one contributor to employee engagement, with 77% of respondents listing workplace connections as a priority

Society for Human Resource Management's 2016 Employee Job Satisfaction Report

Feedback

"Loved these sessions – think it has helped everyone feel more connected."

"I feel stronger going forward."

"The sessions were very positive and thought provoking."

"Really enjoyed seeing others and remembering we are not alone."