

RE: PM/PADR Training

Luke Whitmore (Hywel Dda UHB - Performance & Service Improvement Manager)

<Luke.D.Whitmore@wales.nhs.uk>

Fri 10/09/2021 4:54 PM

To: Daniel Blyth (Hywel Dda UHB - Culture & People Specialist (Experience and Wellbeing) <dan.blyth@wales.nhs.uk>

Hi Dan,

Really great session. Thanks so much for this, and for the attached / below resources.

I hope the following are SMART-enough objectives?

1. Review the Pay Progression Policy to familiarise myself with the process, and then support managerial colleagues to undertake pay progression meetings with all direct reports due a pay-step within the next 3-months, by 10/09/2021 – Complete 😊
2. Review the Performance Management / PADR Training Workshop presentation slides by 17/09/2021
3. Read the Performance Management Revolution (HBR 2016) journal article, and disseminate it among managerial colleagues, by 24/09/2021
4. Review the Healthier Relationships, Work and Workplaces 'traffic light' resources, and consider how they may be used in practice, by 24/09/2021
5. Search for examples of best practice Personal Development Plans, adapt for use in the LTC Team's Business Support Function, and then trial with the Business Support Officers, by 29/10/2021
6. Review each of the seven components of the People Performance Management Toolkit, consider how they may be used in practice, and discuss them with my manager during supervision meetings, by 25/03/2022 (one section per month)

Thanks again and have a lovely weekend,

Best wishes

Luke Whitmore

Performance & Service Improvement Manager / Rheolwr Perfformiad & Gwella Gwasanaeth

Long-Term Care / Gofal Hir Dymor

Hywel Dda University Health Board / Bwrdd Iechyd Prifysgol Hywel Dda

Pronouns: He / Him



Bwrdd Iechyd Prifysgol
Hywel Dda
Hywel Dda University
Health Board



From: Daniel Blyth (Hywel Dda UHB - Culture & People Specialist (Experience and Wellbeing)

<dan.blyth@wales.nhs.uk>

Sent: 09 September 2021 13:12

To: Charlotte Lawrence (Hywel Dda UHB - Engagement and Recognition Officer)

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Cc: Jackie Wright (Hywel Dda UHB - Culture & Workforce Experience Manager) <Jackie.Wright@wales.nhs.uk>
Subject: Fw: PM/PADR Training

Dear Colleague,

Thank you for attending today's Performance Management Training Workshop, I hope you found the session beneficial?

As promised I attach the workshop slides, People Performance Management toolkit and the ESR pay progression document that I mentioned. This is the link to [the Pay Progression Policy](#). Here is a link to the [Healthier Working Relationships](#) site and also to the [Values Behavioural Framework](#).

If you didn't manage to complete the feedback form, I'd be grateful if you could do so by following this link [PM Training Feedback](#)

If we can support you in any way in the future please don't hesitate to get in touch. I would also be grateful if you could send me your SMART objective on how you're going to put today's learning into action.

Cofion cynnes,
Dan

Dan Blyth BA (Hons) QTS

Arbenigwr Diwylliant a Phobl (Profiad a Lles)
Culture & People Specialist (Experience and Wellbeing)

