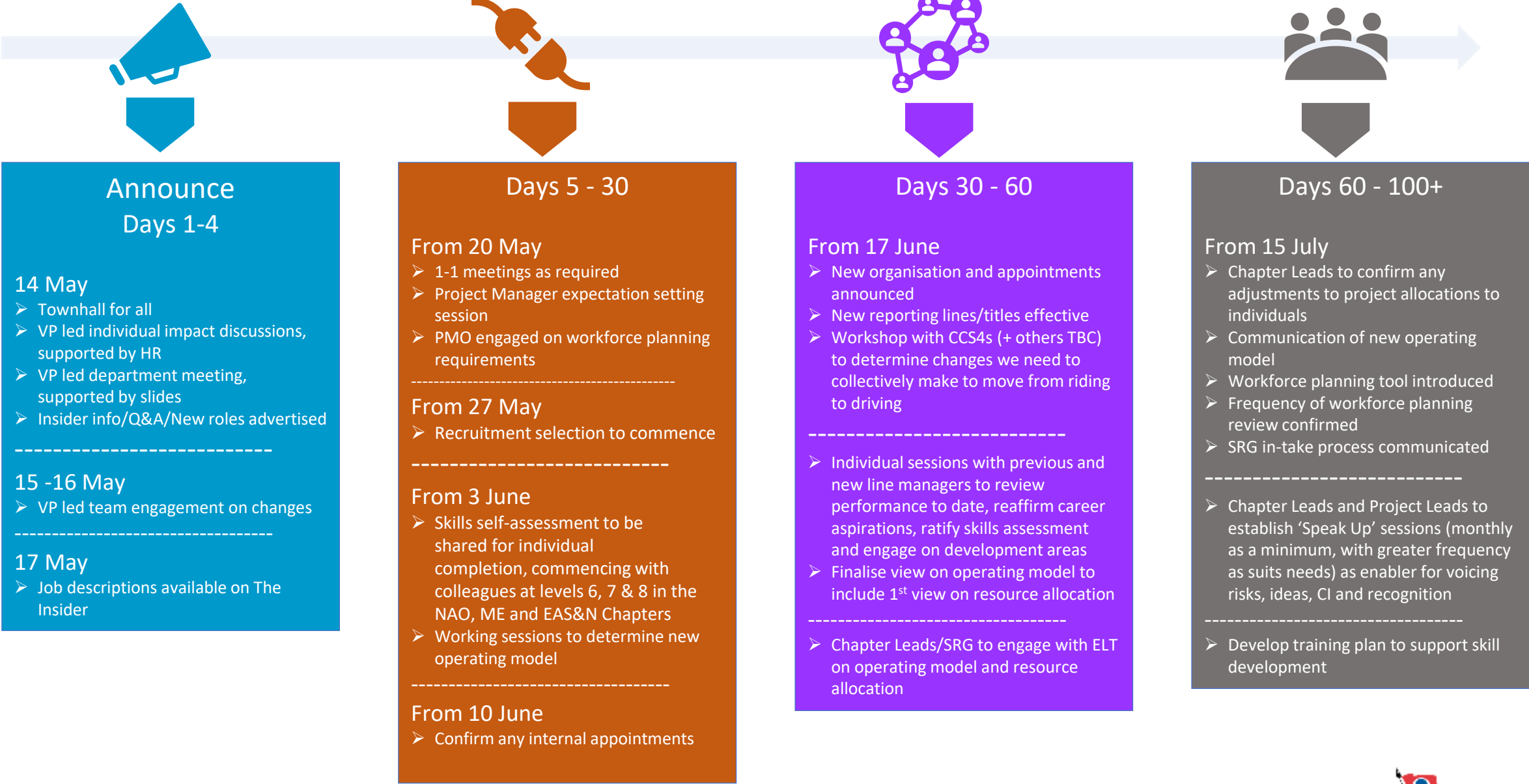


Aspirational 100 Day Plan Summary



Announce Days 1-4

14 May

- Townhall for all
- VP led individual impact discussions, supported by HR
- VP led department meeting, supported by slides
- Insider info/Q&A/New roles advertised

15 -16 May

- VP led team engagement on changes

17 May

- Job descriptions available on The Insider

Days 5 - 30

From 20 May

- 1-1 meetings as required
- Project Manager expectation setting session
- PMO engaged on workforce planning requirements

From 27 May

- Recruitment selection to commence

From 3 June

- Skills self-assessment to be shared for individual completion, commencing with colleagues at levels 6, 7 & 8 in the NAO, ME and EAS&N Chapters
- Working sessions to determine new operating model

From 10 June

- Confirm any internal appointments

Days 30 - 60

From 17 June

- New organisation and appointments announced
- New reporting lines/titles effective
- Workshop with CCS4s (+ others TBC) to determine changes we need to collectively make to move from riding to driving

- Individual sessions with previous and new line managers to review performance to date, reaffirm career aspirations, ratify skills assessment and engage on development areas
- Finalise view on operating model to include 1st view on resource allocation

- Chapter Leads/SRG to engage with ELT on operating model and resource allocation

Days 60 - 100+

From 15 July

- Chapter Leads to confirm any adjustments to project allocations to individuals
- Communication of new operating model
- Workforce planning tool introduced
- Frequency of workforce planning review confirmed
- SRG in-take process communicated

- Chapter Leads and Project Leads to establish 'Speak Up' sessions (monthly as a minimum, with greater frequency as suits needs) as enabler for voicing risks, ideas, CI and recognition

- Develop training plan to support skill development