

Isle of Man Government

Learning, Education and Development Strategy

'Working together for the Isle of Man'

Introduction

As the Isle of Man Government, we are committed to providing training, development and career opportunities for all our employees across the Public Service. In order to deliver a wide range of high quality public services that meet current and future needs, we need skilled, flexible and well-motivated employees.

We recognise the importance of all those who work within the Public Service and the vital contribution we make to the well-being of our community.

The Isle of Man Government's values underpin all that we do and, from a learning and development perspective, as an organisation we strive to:

Value our people and develop their full potential
<p>By:</p> <ul style="list-style-type: none"> • Providing equality of opportunity for all • Promoting professionalism • Providing relevant learning and development • Supporting personal and career development • Implementing policies which encourage and recognise achievement • Communicating openly and ensuring people are listened to • Encouraging innovation and creativity

Strategic Aims

Aligning people, strategy and processes is key to effective organisational performance and the delivery of high quality, relevant and focussed public services which are responsive to community demands.

This is achieved across the IOMG through:

- effective leadership and cohesive working which focuses and aligns effort in support of corporate priorities and the delivery of related programmes and services
- recruitment and retention of staff with the required knowledge, skills and experience to meet Government's people requirements
- effective communication with staff that informs, engages and motivates individuals to give of their best
- capable performance management and effective reporting which focuses on deliverables and recognises success
- development which improves individual and organisational capability, realises talent and contributes to effective succession management

An organisational climate which is positive, where individuals understand what is expected of them, have a belief in what they do and where success is recognised, is essential to encourage people to give of their best.

This is achieved across the IOMG through:

- confident, visible and consistent leadership which enables a clear understanding of strategic direction, objectives and priorities
- a culture of continuous improvement where change is embraced, capability is enhanced, innovation and creativity are encouraged and success is recognised
- ensuring communication is open and people are listened to
- an environment where people are valued and trust and respect for each other is the norm, managed effectively and rewarded fairly for the contribution they make to the success of the Isle of Man Government