

Eight elements of positive staff experience

This poster details the elements that are essential for creating an effective staff experience strategy.

Evaluate and act

- Use your objectives to build a robust evaluation plan from the start.
- Act on your findings.



Culture, leadership and management

- Create an inclusive, compassionate and supportive culture.
- Influence your board-level leaders.
- Have an effective staff experience lead to drive your plan.
- Upskill your line managers.

Initiatives

- Take a targeted approach to identified challenges.
- Use available internal and external support services.
- Ensure initiatives are inclusive and accessible.

Organisation-wide plan

- Have a clear vision.
- Identify all your programmes activities and create a strategy.
- Set robust, measurable objectives.

Take a preventative approach

- Look ahead.
- Encourage collective responsibility for a positive staff experience.
- Eliminate the conditions that lead to bullying, harassment and violence.

Know your data

- Identify all useful data and data gaps.
- Ensure your data is accurate and up to date.
- Gain insight into your staff needs.
- Understand your demographics.
- Use data to drive decision making.

Engagement

- Listen to your staff.
- Engage with key stakeholders.
- Involve and engage staff union reps.
- Develop strong networks.

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Communication

- Have clear messages.
- Choose your communication channels to suit your audience.
- Develop a recognisable staff experience campaign.
- Provide regular updates.