

*our*cambridge

Programme Benefits

Programme High-Level Benefits

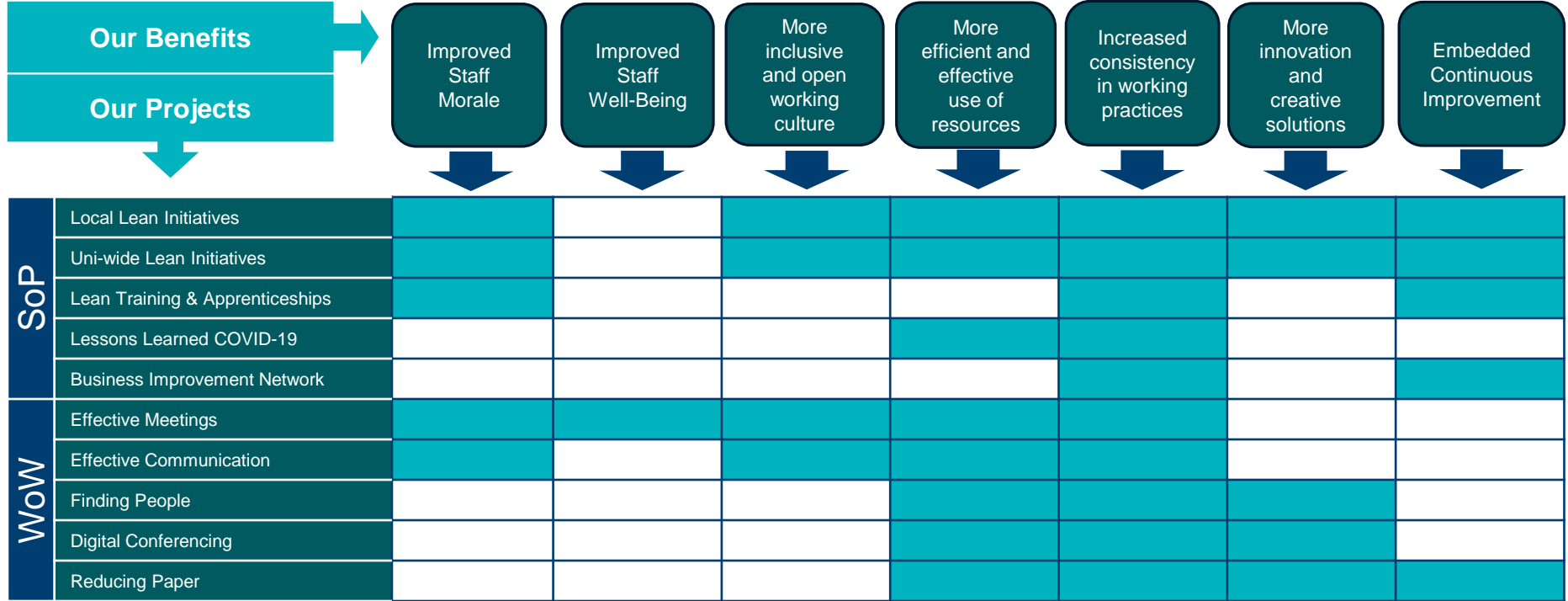


Benefits Matrix



		Improved Staff Morale	Improved Staff Well-Being	More inclusive and open working culture	More efficient and effective use of resources	Increased consistency in working practices	More innovation and creative solutions	Embedded Continuous Improvement
Champions Mobilisation & Network								
SoS	Values							
	Staff Review & Development (SRDs)							
	Flexible Working							
	Mentoring							
	Well-being Workload							
	Non-Financial Recognition							
	Communities of Practice							
	LinkedIn Learning							
	Well-being Advocates							

Benefits Matrix



High-Level Benefits Data Plan

Benefit	Description of Measures	Data Source & Collection Methods
Improved staff morale	Improvement in staff survey related baselines (2019), if any, and linked to specific projects where relevant	Pulse surveys
	Improvement of value scores from value consultation exercises (2019) and feedback about impact	Focus Groups
	Increased number of initiatives or conversations around the recognition of staff leading to improvement in staff morale	No of nominations, Website / Social Media stats Case Studies
	Indicative improvement in staff morale resulting from involvement in change initiatives or training	Lean initiatives and training evaluations Champions network feedback Focus Groups
	Increased uptake of mentoring opportunities across the University and feedback about their impact	Self-match mentoring stats and feedback
Improved staff well-being	Improvement in staff survey related baselines (2019), if any, and linked to specific projects where relevant	Pulse surveys
	Improvement of value scores from value consultation exercises (2019) and feedback about impact	Focus Groups
	Uptake of LinkedIn Learning courses and feedback about their impact	LiL stats and qualitative feedback from learners
	Attendance at well-being events and feedback about their impact	Event evaluations
	Increased numbers of people using well-being web-pages and their impact on well-being	Website tracking data
	Increased numbers and wider representation of well-being advocates	Advocate database stats and Focus Groups
More inclusive and open working culture	Improvement in staff survey related baselines (2019), if any, and linked to specific projects where relevant	Pulse surveys
	Improvement of value scores from value consultation exercises (2019) and feedback about impact	Focus Groups
	Increased engagement and involvement in change initiatives has positively impacted on working culture	Self-match mentoring stats and feedback Champion quantitative stats Membership of CoPs and EDI data Focus Groups, Interviews Communication Masterclasses evaluations Lean initiatives evaluations

High-Level Benefits Data Plan

Benefit	Description of Measures	Data Source & Collection Methods
More efficient and effective use of resources	Improvement in staff survey related baselines (2019), if any, and linked to specific projects where relevant	Pulse surveys
	Improvement in collaboration, sharing knowledge and best practice, leading to a reduction in silo working	Case Studies CoP membership and feedback on impact UIS data Yammer data LiL content curation community stats Focus Groups Lean initiatives evaluations Business Improvement network feedback Lesson Learned related Lean initiatives
	Reduction in process waste and efficiency savings	Lean Initiatives data and evaluations
Increased consistency in working practices	Improvement in staff survey related baselines (2019), if any, and linked to specific projects where relevant	Pulse surveys
	Uptake of standardised ways of working, tools and resources and decrease in use and development costs of bespoke systems impacting on ease of staff mobility across the University	Pulse surveys UIS data Focus groups Interviews No of SRDs reported LiL stats Lean Training evaluations Outputs from focus groups linked to COVID19 Lessons Learned related Lean initiatives
	Reduction in bespoke administrative processes and any related costs	Lean Initiatives data and evaluations Paper usage stats
	Increase in collaboration and shared solutions for operational business activity across the University	CoP outcomes, outputs and impact data Case Studies Champions network feedback and impact data Business Improvement Network feedback

High-Level Benefits Data Plan

Benefit	Description of Measures	Data Source & Collection Methods
More innovation and creative solutions	Improvement in staff survey related baselines (2019), if any, and linked to specific projects where relevant	Pulse surveys
	Uptake and increase in development of collaborative solutions, decrease in silo working	CoP outcomes, outputs and impact data Case Studies UIS data Evaluation data from self-match mentoring scheme Champions network feedback and impact data
	Uptake and increased engagement with Lean training and increased empowerment of staff to embed Lean principles and implement new solutions	Lean Training attendance and evaluation Case Studies of Lean Projects
	Increase in development and uptake of ourcambridge branded learning paths	LiL stats and qualitative feedback
Embedded Continuous Improvement	Improvement in staff survey related baselines (2019), if any, and linked to specific projects where relevant	Pulse surveys
	Increase in attendance at Lean Training and impact of training received on the application of learning into everyday practice	No of learners and training evaluations Case Studies of successful projects LiL stats and qualitative feedback from learners
	Increase in activity in business improvement initiatives	Interviews with Business Improvement Core Case Studies Green Impact stats UIS data Lean Initiatives stats and evaluation data Champions network feedback and impact data
	Uptake in mentoring opportunities leading to increased practice of continuous improvement, self-reflection and self-development	Event attendees Website stats No of mentees and mentors Evaluation Forms