



PEOPLE
ACHIEVING
TOGETHER

GEC - Marconi

www.rochesteravionicarchives.co.uk

Welcome to People Achieving Together.

People Achieving Together is a programme for GEC-Marconi people worldwide. We chose the title to capture the spirit of the way in which we all need to work together for the future and to reinforce the importance of People, Performance and Teamwork to the successful achievement of our Company Vision.



Key to the realisation of this Vision is the fulfilment of our Customer, Supplier and Employee Charters. As such, People Achieving Together will be a key element in helping us meet the requirements of our Employee Charter.

Through People Achieving Together, we will develop and put in place across GEC-Marconi, world-class people policies and practices, in the key areas of Careers, Learning, Wellbeing and Rewards.

In this brochure we set out our aims in each of these areas and how we intend to achieve these aims. As the programme evolves we will be setting clear targets for each key area and establishing measures for monitoring our progress.

A "People Achieving Together in Action" newsletter will also be published periodically providing updates on actions we are taking in support of our aims, as well as examples of personal and team achievements.

For People Achieving Together to be successful, we will be seeking your feedback. Your views are valued and will directly affect the development of our policies and practices.

Please start this process now, by reading this brochure and returning the attached questionnaire.

By doing so, you'll be helping to ensure that we all benefit from People Achieving Together.

Andy Lee, Personnel Director

REWARDS CAREERS

Our Rewards aim is

"for our people to feel recognised and rewarded fairly for their skill, performance and contribution"

To achieve this aim we will:

- ◆ **Ensure that our pay and benefits are competitive, fair and offer flexibility and choice**
- ◆ **Introduce a Company-wide award programme, recognising personal and team achievements**
- ◆ **Eliminate unnecessary differences in Terms & Conditions of Employment**
- ◆ **Improve our pay and benefits communication to ensure they are understood, both in terms of content and value**
- ◆ **Use our purchasing power to offer employees an increasing range of discounted products and services**

Our Careers aim is:

"for our people to feel able to develop their careers in a stretching and satisfying way"

To achieve this aim we will:

- ◆ **Advertise vacancies internally in an open and highly visible way, using the Intranet and Notice Boards**
- ◆ **Put in place Company wide career development structures that encourage development in current job and give clearer visibility of the breadth of alternative career options within GEC-Marconi**
- ◆ **Provide structured career management support through the use of workshops and by increased access to career development guidance**
- ◆ **Extend the use of Career Plans and Personal Development Plans to help employees get more out of their current job and prepare for their next career move**
- ◆ **Equip our managers with the skills and support to help employees develop their careers**

FEEDBACK FORM

NAME:

BUSINESS GROUP:

DIVISION:

LOCATION:

DATE:

WE VALUE YOUR COMMENTS AND, IN ORDER TO IMPROVE, NEED YOUR FEEDBACK. IN ORDER TO ASSESS THE EFFECTIVENESS OF THE LAUNCH OF "PEOPLE ACHIEVING TOGETHER" WE WOULD LIKE TO INVITE YOU TO COMPLETE THIS FORM. ALL RESPONSES WILL BE ACKNOWLEDGED.

1. OVERALL, HOW WOULD YOU ASSESS THE FOLLOWING:

	EXCELLENT	GOOD	FAIR	POOR
Presentation				
Brochure				
Newsletter				
Questions and Answers				

2. WHAT WOULD YOU SUGGEST SHOULD BE OUR PRIORITY?

3. HAVE YOU ANY ADDITIONAL COMMENTS OR SUGGESTIONS?

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W E L L B E I N G ♦ L E A R N I N G

Our Wellbeing aim is:

“for our people to feel happy and healthy and able to contribute to the best of their ability”

To achieve this aim we will:

- ◆ *Provide pro-active and professional Occupational Health & Safety services*
- ◆ *Continue to invest in improving physical working conditions*
- ◆ *Develop working policies and practices that help our people to effectively balance their work, home and family life*
- ◆ *Put in place regular health awareness and intervention programmes*
- ◆ *Provide access to confidential support services for our people and their families*

Our Learning aim is:

“for our people, with our support, to continuously seek and acquire new skills and knowledge”

To achieve this aim we will:

- ◆ *Identify individual training needs through the use of appraisals, put structured plans in place to meet those needs, and then regularly review these plans to ensure their fulfilment*
- ◆ *Provide access to Open Learning*
- ◆ *Provide support for continuing further and higher education*
- ◆ *Equip managers with coaching skills to help them develop their people*
- ◆ *Encourage employees to participate in improvement programmes which promote and embed excellence throughout the Company*