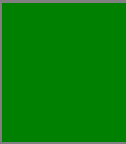
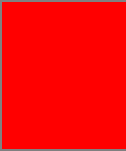


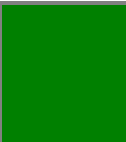


**4. LEARNING & GROWTH**

Data to: Period 07/12 - 31-OCT-2008 (58%)




Current Situation

Item No.	Owner & Directorate	Link to LPS Strategy Map	Measure of Success	Key Performance Indicator 2008-09	Previous month	Current Status to Date	DFP Commentary	Projection to Year End	Actions	Comments
LG 1	Trevor Steenson Corporate Services	3.5 To involve and motivate all staff	Staff Survey Action Plan in place	In Place by September 2008	Completed	Completed	Achieved		Actions are attributed to individual owners at MB & MC level.	This is a live document and actions are added as and when appropriate.
LG 2	Trevor Steenson Corporate Services	3.6 To develop our knowledge, skills and expertise	Agreed Training and Development Plan to include 95% of LPS posts implemented (excluding G5 and above)	Implemented by September 2008	Ongoing	Ongoing	Not Achieved		-	55% of PDPs now received.
LG 3a & b	Trevor Steenson Corporate Services	3.7 To lead and manage corporately	a) Risk Policy in place	In place by July 2008	In hand	Completed	Achieved		-	-
			b) Management Board and Management Committee Terms of Reference agreed and in place	In place by September 2008	In hand	Completed	Achieved		-	Feedback from MC may result in changes to TOR.
LG 4	Patricia Montgomery CBI	3.8 To communicate clearly and interactively	Marketing and Communications strategy developed and implemented	Developed and implemented by 31 March 2009	In hand	In hand	On track for achievement		There is a Marketing-Communications meeting in November to develop the draft strategy. Strategy to be approved by Management Board in December. Once approved, implementation plan will be developed and actioned.	Marketing-Communications team are already delivering aspects of the strategy - for example, rating and land registration campaigns as well as internal and corporate communications.
LG 5	Trevor Steenson Corporate Services	3.9 To shape LPS Culture & Values	Investors In People Action Plan agreed by Management Board	Agreed and In place by November 2008	In hand	In hand	On track for achievement		-	-

LG = Learning & Growth (Quadrant)  
MT = Ministerial Target

 Ministerial Target

Projection to Year End "RAG" Key

WILL BE ACHIEVED AT YEAR END	
ACTION / MONITORING REQUIRED	
WILL NOT BE ACHIEVED AT YEAR END	

# Corporate Balanced Scorecard Monitor 2008-2009



## 4. LEARNING & GROWTH

Data to: Period 07/12 - 31-OCT-2008 (58%)

Current  
Situation

Item No.	Owner & Directorate	Link to LPS Strategy Map	Measure of Success	Key Performance Indicator 2008-09	Previous month	Current Status to Date	DFP Commentary	Projection to Year End	Actions	Comments
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