

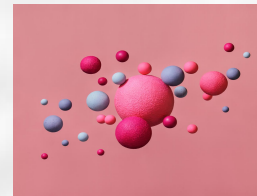


**Sharon Brady-Wardrope,
Director
&
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- Welcome and introductions
- Aims of the workshop
- A few facts and figures
 - Who we are and how did we get here
- The SHR and Governance Improvement
- Putting People first - what it is and isn't
- Just a bit of fun activity!





Aims and takeaways

- Our story – an insight into Forth
- Compliance journey
- Why putting people at the heart matters
- What a healthy company culture looks like
- Reflections



An insight into Forth – Who are we?

- Facts and figures
 - our history
 - our properties
 - our people



An insight into Forth – how did we get here?

- Sept 2021 SHR Under Review
 - Change of management committee
 - Change of senior management
- March 2022 – Working towards compliance



The SHR and Governance Improvement

- Governance Improvement Plans
 - Policies
 - Process
 - Performance
 - Compliance
- What about me? Doesn't mean me first!



Putting people first - What does this mean?

- Richard Branson, founder of The Virgin Group, has attributed his success to people. He says “When it comes to business success, it is all about people, people, people.” He explained that creating success starts with bringing people together... that it’s the people who will define the vision and deliver the results



Putting people first - What does this mean?

- Engagement – seek and value input
- Empathy – listen and care
- Enablement – skills and resources
- Ennoblement – people feel worthy
- Encourage – unearth potential, out of your comfort zone



Putting people first – what it isn't

- You can't fake putting people first. Your actions will betray you
- You have to walk the walk
- Its not a buzz phrase in your values.
- Its not 'me first'
- It shouldn't be a part of your business at all unless it's a core value, a driving force for your business



Sign of a healthy workplace culture

colleagues feel heard and appreciated

people are trusted and respected

leaders communicate openly and honestly

best ideas promoted no matter who they come from

people are learning, developing and growing

people are recognised for their achievements

toxic behaviour is not tolerated

everyone feels safe to be authentic

colleagues are able to challenge each other's ideas respectfully



Just a bit of fun





Reflections

I was terrified doing tasks I wasn't sure about, I was ridiculed for not getting things done quickly enough, there was no trust.

I was fearful and anxious about my future at Forth which was worse when the regulator became involved – nobody told us what was happening which added to the fear.

Not knowing where Forth was heading and no support from colleagues.

I now work within an amazing team, we have come a long way, we have all changed for the better, there is now trust, openness, stability, and I absolutely love my job and proud to work at Forth.

We have an amazing leadership team and I have an amazing Manager who have been so supportive to me and helped me on my journey.

I feel that I have a voice that I and I am making a difference and that I have a future here at Forth. am listened to

I used to have the Sunday night fear now I don't



Questions...

