

View results

Respondent

2 Anonymous

20:26

Time to complete

About your nominee

1. Please enter the name of the colleague you wish to nominate *

Note we are only able to accept nominations for individuals: we are unable to accept group/team nominations.

2. Please enter the colleague's service *

- Education & Lifelong Learning (Lesley Munro)
- Finance & Corporate Governance (David Robertson)
- Infrastructure & Environment (John Curry)
- People, Performance & Change (Clair Hepburn)
- Resilient Communities (Jenni Craig)
- Social Work & Practice (Stuart Easingwood)
- Strategic Commissioning & Partnerships (Jen Holland/Rob McCulloch-Graham)

3. Please enter the colleague's department/team. *

More options for Resp

4. Please enter the colleague's email address (work or personal)

Ensure that you enter the email address correctly, otherwise the nominee will not receive their congratulations E-card. If you do not have an email address for the nominee please leave this field BLANK

5. Please enter the colleague's contact number

Tell us why you have nominated this colleague

6. Please choose the first competency you wish to highlight for this colleague *

- Great Service
- Change
- Working Together
- Diversity
- Communication
- Performance

7. Please give a detailed example of how your colleague has displayed your first chosen competency. *

Employee A routinely prioritises communication directly with the customers, ensuring that their needs are established about outlined. Employee A holds a panel every fortnight to investigate our customers needs, before then instructing our whole team upon how to best satisfy these needs. The feedback collected from Employee A has directly resulted in an increase in customer satisfaction, our feedback denotes that we have vastly improved our service. When feeding back the information from this panel, Employee A regards all employees within our team equally: there is no withholding of information or regard for hierarchical levels during this discussion, all voices are weighted equally. As our manager, Employee A consciously deploys us to tasks that align with our individual skillsets, it has resulted in a higher level of employee happiness internally to our team.

8. Please choose the second competency you wish to highlight for this colleague *

- Great Service
- Change
- Working Together
- Diversity
- Communication
- Performance

9. Please give a detailed example of how your colleague has displayed your second chosen competency. *

As aforementioned, Employee A has created a feedback panel, directly communicating with our customers to gain direct feedback on how to improve our services. This feedback has directly impacted the changes within our team (all of which have been strategically directed towards improving against our outlined SBC priorities & values). This collaborative nature of our team breaking down hierarchical levels has now resulted in employees engaging more with their work and more with one another; a trial period of this team restructure was held for a period of 6 months so that we could learn from our initial mistakes, then changing the layout to mitigate these issues.

10. Please choose the third competency you wish to highlight for this colleague *

- Great Service
- Change
- Working Together
- Diversity
- Communication
- Performance

11. Please give a detailed example of how your colleague has displayed your third chosen competency. *

Due to the relaxing of hierarchal levels within our team our team ethos has cultivated into a more collaborative and communicating culture. This trial of relaxing the hierarchal levels is undergoing continual review and improvement, however the initial feedback is showing a rise in our team's capabilities in providing a service that is needed for our customers. Monitoring will ensure that we see continual improvement in this aspect. To ensure that we are still delivering all team objectives on time, Employee A has created a collaborative MS Team where we track and monitor the progress of all our tasks, with each member of our team having access to view and edit this, we have progressed forward in a positively managed way.

12. Please provide any additional information you wish to provide in support of your nominated colleague

This nomination for Employee A has come collaboratively from all members of our team. Each and everyone of our team wish to see the initiative process of our manager recognised. The results may be useful to transfer to other areas of SBC.

About You

13. Please enter your name *

Nominator A

14. Please enter your relationship to the nominated colleague. *

- Work Colleague
- Line Manager
- Elected Member
- Other

15. Please enter your service. *

- Education & Lifelong Learning (Lesley Munro)
- Finance & Corporate Governance (David Robertson)
- Infrastructure & Environment (John Curry)
- People, Performance & Change (Clair Hepburn)
- Resilient Communities (Jenni Craig)
- Social Work & Practice (Stuart Easingwood)
- Strategic Commissioning & Partnerships (Jen Holland/Rob McCulloch-Graham)

16. Please enter your department/team. *

Team A

17. Please enter your email address *

NominatorA@Scotborders.gov.uk

18. Please enter your contact number *

01234