

People Strategy – 2025 -2030

		Theme	Ambition	Areas of focus
To employ and nurture experts that are proud to work for Acivico	1	Employ	The right people in the right jobs at the right time by doing the basics accurately, building trust and confidence.	<ul style="list-style-type: none"> Recruitment & EDI strategy Role personas Workforce planning Process excellence
	2	Nurture	Foster a culture of trust and growth through equal pay, development opportunities, constructive feedback, and skills enhancement.	<ul style="list-style-type: none"> Leadership and talent development Performance management Learning organisation Wellbeing & talent showcases
	3	Expertise	Get the job done well with knowledge, passion, and the latest industry insights, creating strong customer advocacy.	<ul style="list-style-type: none"> Solid foundations, professional development and chartership Drive innovation and partnerships Empowering leadership Succession planning and inclusion
	4	Pride	Live our values and behaviours by celebrating team and individual success to create engagement and fulfillment in a safe environment.	<ul style="list-style-type: none"> Communication and decision-making involvement Celebration of excellence Hybrid working and engagement Partnerships, charity, and culture