



# Our strategy: colleague roadmap



# Colleague roadmap

Our 2024/25 actions to progress on our priorities

## Quarter 1 (April-June)

- All People Leaders to complete Inclusion Matters
- In-person disability awareness training available for all People Leaders
- Develop tools to help managers be better prepared to manage trauma
- Reward strategy – continue engagement on Job Family framework
- Continue to implement our new employee value proposition for recruitment
- Put new flexible working policy in place
- Embed 'Our People Leader' framework into performance and development objectives

- Commence delivery of road map commitments in 'Our recruitment approach' and 'Our Learning and Development approach'
- Identify sites and commence delivery of the next tranche of rolling improvements to operational staff welfare facilities

## Quarter 2 (July-September)

- Introduce centralised adjustments process
- Our new employee engagement survey goes live
- Put new family leave policy in place
- Launch refreshed 'Our People Leader Foundation'
- Change the way we capture readiness status, moving to a continuous process

## Quarter 3 (October-December)

- Publish our strategic workforce plan
- Launch myJourney Phase 2 – Recruitment and Onboarding (Enterprise Resource Planning)
- Launch myJourney Phase 2 – Employee Central (Enterprise Resource Planning)

## Quarter 4 (January-March)

- Wellbeing intervention evaluation framework becomes available
  - New time off and leave policy in place
  - Embed employee value proposition internally
  - Deliver operating model and financial benefits through our Change Landscape, embedding the value chain and delivering more efficient and effective ways of working
  - Introduce electric vehicle salary sacrifice scheme
- Create an inclusive culture  
■ Provide a fair and attractive employee offer  
■ Support everyone to achieve their work ambitions

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