Llamu Ymlaen
Pa mor bell?

Defnyddio dysgu i sbarduno trawsnewid ar ôl Covid

Springing Forward
How far can we leap?

Using learning to drive post Covid transformation

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Carmarthenshire County Council

Ein heriau allweddol
Ond nid oes dim yn anorchfygol

- Costau'r waddol – dynol ac ariannol
- Recriwtio'r gweithlu
- Newid yn yr Hinsawdd
- Technoleg – cyflymder newid
- Galw a disgwyliadau cynyddol

Our key challenges
But nothing is insurmountable

- Legacy costs – human & financial
- Workforce recruitment
- Climate change
- Technology – speed of change
- Increasing demand and expectations

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Trawsnewid
Ein Gwasanaethau

- Wedi gwneud llawer – nawr mae'n amser gwrando eto

- Mae'r waliau wedi dod i lawr – peidiwch â'u hailadeiladu

- Gadewch i ni wneud y pethau sylfaenol yn iawn – gofal cwsmeriaid, yn gywir y tro cyntaf, atal

- Ailfodelu'r swyddfa gefn – o drin trafodion i werth ychwanegol

Transforming
Our Services

- Done a lot of 'doing' – now its time to listen again

- The walls have come down – don't rebuild them

- Let's do the basics right – customer care, right first time, prevention

- Re-modelling the back office – from transactional to value added

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Trawsnewid Ein Pobol

- Gweithlu hyblyg
- Creadigedd ac Arloesedd
- Cynllunio'r gweithlu
- Denu, datblygu a chadw
- Arweinyddiaeth
- Rheoli Talent
- Llesiant

Transforming Our People

- Flexible workforce
- Creativity and Innovation
- Workforce planning
- Attract, develop and retain
- Leadership
- Talent Management
- Well-Being

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Trawsnewid
Ein Ffyrdd o Weithio

Transforming
Our Ways of Working

- Ffyrdd Gwell o Weithio

- Digidol – anelu'n uchel, ond mae angen dod ag eraill gyda ni

- Adeiladau –amgylchedd gwaith newydd ?

- Teithio Cynaliadwy

- Ysgogi'r gweithlu

- Awtomeiddio'r swyddfa gefn

- Better Ways of Working

- Digital – aiming high, but need to bring others with us

- Buildings -new work environment ?

- Sustainable Travel

- Mobilising the workforce

- Automating the back office

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Trawsnewid
Sut rydym yn defnyddio data

Transforming
How we use data

- **Data, Data, Data**
- **Cynllunio a gwneud penderfyniadau**
- **Hunanasesu**
- **Sicrwydd**
- **Gwella perfformiad**
- **Deall y galw – beth sy'n dod drwy'r drws a pham**

- **Planning and decision-making**
- **Self-assessment**
- **Assurance**
- **Performance improvement**
- **Understanding demand – what's coming through the door and why**

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Mewnbwn cymunedol

Community input

Strategaeth Drawsnewid

Transformation Strategy

Diwylliant

Culture

Y Rhaglen Drawsnewid

Transformation Programme

Capasiti

Capacity

Rôl Arweinwyr

Role of Leaders
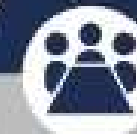
Bwrdd Llywodraethu

Governance Board

Symud o drawsnewid sy'n 'amharu' i drawsnewid sy'n cael ei 'gynllunio'

Moving from 'disruptive' to planned 'transformation'

Diolch

Thank You

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