

LEADERSHIP & TALENT

TOOLS

“WE ARE DEVELOPING A SYSTEM WIDE APPROACH TO IDENTIFY THE TALENT AND CAPABILITY NEEDED FOR LONG-TERM SUCCESS”

We are creating a common set of tools for agencies and departments to measure people’s performance and potential at all levels. In time, this will enable analytics to help both people and agencies grow the leadership and talent needed across the State Services for a better New Zealand.

PRIORITY WORK

- Launching a refreshed Leadership Success Profile across the system.
- Shared talent management processes and a toolkit for all agencies to use.
- A common assessment and benchmarking approach for senior leaders across the system.
- A new Talent Management Information System (TMIS).

To find out more

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Everyone will be measured against the same standards across the State Services. Potential will be unlocked and performance viewed consistently. Common tools will let us deploy leadership and talent to where it will make the most difference

LEADERSHIP SUCCESS PROFILE

SSC has worked with agency leaders and other specialists from across the State Services to refresh the Leadership Success Profile (LSP). The repositioned LSP will be translated into the behaviours, experiences and expectations of leaders from their early career to their most senior levels.

TALENT MANAGEMENT

We have worked with human resource and organisational development colleagues across the system to develop a Talent Management Toolkit. This features common principles, definitions and practices for identifying and managing talent. All agencies will be required to use the toolkit. This will ensure talent is considered in a consistent way across the system.

ASSESSMENT AND ANALYTICS

We are introducing a common assessment and benchmarking approach to ensure consistent measurement of our senior leaders. This data will be used for leaders' development, as well as system investment decisions and analytics. The approach will be available for use across all public services and the wider State Services. The assessment of senior leaders for Career Boards will be completed in the next year. At that point we will report to the State Services Minister on progress.

“UNDERSTANDING THE TALENT AND OPPORTUNITIES IN THE SYSTEM IS CENTRAL TO THE SUCCESS OF STATE SERVICES LEADERSHIP”

TALENT MANAGEMENT INFORMATION SYSTEM (TMIS)

SSC is establishing a Talent Management Information System (TMIS). This new information platform will become a single system-level store for talent data about our senior leaders. This will enable talent analytics to inform a deeper understanding of current capability and how this measures up against the leadership and talent needed both now and in the future.

This year you can expect to see:

- The LSP increasingly integrated into agency leadership frameworks
- Agencies with consistent talent management practices in place for senior leaders
- Senior leaders being assessed through a common assessment and benchmarking approach
- A Talent Management Information System that provides a single store of talent data.

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