Whole of organisation capability profiling and performance development

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“A key challenge for NSW is to establish capability as a foundation framework for workforce management and measure its connection to business outcomes.”

(How it is – State of the NSW Public Service Report’ 2012 (pp9 )
Performance development – engage, develop, retain, succeed.
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Whole of workforce CATs profile and targets for improvement

Capability profile targeted benchmarking and WfD impacts

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Data to directly target areas for improvement

- Assess within a classroom context (87%)
- Assess within a workplace context (79%)
- assessment for formative purposes (79%)
- assessment for summative purposes (79%)
- Use (RPL) assessment (72%)
- Use of diagnostic assessments (70%)
“...needs to strengthen its current capabilities and develop new capabilities to meet emerging needs..... a particular emphasis on leadership and management....... and tools to improve organisational effectiveness including performance management.”  (pp9 How it is 2012)
Job design – capabilities and performance levels example

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Management skills in developing performance
## Capability summaries in NSW Public sector PD plus CATs

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The managers capabilities are critical

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• ‘Capability initiatives are providing governments with a platform for innovation and reform.....sophisticated workforce planning... is essential for attracting and retaining people, and critical in driving innovative service delivery reform' (How it is 2012)