Benchmarking and networking around capability analysis data

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Benchmarking plus networking

- Formal benchmarking commenced in 2011 and continues; designed for those who had received their CAT data
- Growing interest in more informal networking by those who have not yet received their CAT data
- So we are supporting both activities

Who is benchmarking and networking with whom?
And about what?

- My role as a consultant with ACER JMA Analytics
- A few stories from the field

Rationale for benchmarking

- Similarities between organisations outweigh differences
- Benchmarking network is high value; professional connections based on trust, support and educational leadership
- Insights into future workforces: benchmarking using data gives insights into that data and a futures based workforce.
- Competitive advantage: use of CAT data can help forge a competitive advantage both for individual organisations and as a collective

Benefits of benchmarking

1. Assists in extracting more value from data by comparing and reflecting on other’s data.
2. Assists each organisation to improve their planning for workforce development
3. Enables each organisation to enhance strategic planning, based on known and predicted staff capability.

Process

1. Organisations from different States conduct discussions;
   - by teleconference (usually about 1 - 1 1/2 hours)
   - Using suggested questions available for each CAT
2. If possible a visit to one other benchmarking organisation for face to face discussions, or invite another benchmarking organisation to visit them
Parameters
1. Agree with your paired organisation on confidentiality arrangements
2. Agree on aims and objectives
3. Agree on methodology for the meeting;
   1. Face to face
   2. Video/teleconference
   3. How many sessions

Not ready to benchmark yet?
1. Just starting a new CAT?
2. Have all the reports and not sure what the data is saying?
3. About to embark on a new CAT?
4. Two strategies that could assist
   1. Unpacking the CATs document outlines a process
   2. Touching base informally with someone who has done the CAT you are worrying about.

Supporting benchmarking plus networking
- Client feedback has persuaded us to expand the role so that we are supporting networking as well as benchmarking.
- This is particular popular for those who are not yet at the point of having data to benchmark; or people new to their role with the CATs.

Want to jump on board?
- Please contact me
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