SYDNEYTALENT
Future proofing your business using creative workplace skilling and flexible workforce planning – an HR perspective

Anne Moore, CEO
Workforce Planning

› Acquisition
› Development
› Retention
› Motivation
Workplace Skilling

› Organisational characteristics

› Individual attributes and trends
  - Movement towards protean career planning and pathways
    - Lion to dragon to tree
    - Computational biology and project management
      - Complexity, diversity and resilience

› Work Integrated Learning
  - Argyris’ double loop learning
  - Setting the trajectory
SydneyTalent Offer

Features

- Connects organisations with high calibre pre-graduates, graduates and post graduates through a range of flexible recruitment options

- Develops leadership and employability skills via a competency-based learning and development framework

- Established as a profit-for-purpose initiative

Benefits

- Delivers a strategic talent advantage with earlier access to a talent pipeline

- Cost effective model offering highly skilled labour with low risk

- Assists in the management of workflow fluctuations

- Global and regional repatriation and placement opportunities

- Ability to tap into new resources during a time of skills shortages
Aligning values to performance

**What we want to achieve**

**How we want to achieve it**

- **Performance Metrics & KPI’s**
- **Technical & Behavioural Competencies**
- **Operating & Functional Plans**
- **Strategic Business Objectives**
- **Culture & Values**
- **Acquisition**
- **Retention**
- **Development**
- **Succession planning**
- **Workforce planning**
- **Performance management**
- **Talent management**
- **Motivation**
- **Supporting tools and processes**
Performance Metrics & KPI’s

Technical & Behavioural Competencies

Operating & Functional Plans

Strategic Business Objectives

Culture & Values

What we want to achieve

How we want to achieve it

Acquisition

Retention

Motivation

Supporting tools and processes

Development

Succession planning

Workforce planning

Performance management

Talent management
**What we want to achieve**

- Strategic Business Objectives
- Operating & Functional Plans
- Technical & Behavioural Competencies
- Performance Metrics & KPI's

**How we want to achieve it**

- Acquisition
- Development
- Retention
- Motivation
- Succession planning
- Workforce planning
- Performance management
- Talent management

**Supporting tools and processes**

- Culture & Values
Learning and development offer

- WorkReady Orientation
- WorkReady Essentials
- WorkPlace Performance Development

WorkReady Competencies
- Interpersonal Communication
- Teamwork
- Relationship Management
- Critical Thinking & Problem Solving
- Initiative & Responsibility
- Creativity & Innovation
- Flexibility & Resilience
- Planning & Organisation
- Results Orientation
- Continuous Learning
- Application of Technology
- Business Acumen

DEEWR Employability Skills Framework + Industry Models
WorkReady Competency Framework

Interpersonal communication
Teamwork
Relationship management
Critical thinking & problem solving
Creativity & innovation
Planning & organisation
Results orientation
Application of technology
Initiative & responsibility
Flexibility & resilience
Business acumen
Continuous learning

People oriented

Task oriented

Environment oriented

Universal, generic and enduring behaviours
Clearly defined & easily understood
Describe observable & measurable behaviours in the workplace
Underpinned by a comprehensive Interview Guide & Development Toolkit
Supports a singular organisational language and identity
Easily aligned to values, performance management systems’ and KPI’s
Supports attraction, development and retention strategies

4 levels relevant to increasing complexity & impact

Level 1: Entry level roles / team member behaviours
Level 4: Management level roles / team leader behaviours
<table>
<thead>
<tr>
<th>SydneyTalent KPI’s</th>
<th>People</th>
<th>Tasks</th>
<th>Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interpersonal communication</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teamwork</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Relationship management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Critical thinking and problem solving</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creativity and innovation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Planning and organisation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Results orientation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Application of technology</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiative and responsibility</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Flexibility and resilience</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business acumen</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Continuous learning</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stakeholder satisfaction / service</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>satisfaction / service effectiveness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enterprise measurement / efficiency</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>and productivity</td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Knowledge management / technology</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>enablement</td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Process management / internal operations</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Workforce capability and engagement</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

1. Stakeholder satisfaction / service effectiveness
2. Enterprise measurement / efficiency and productivity
3. Knowledge management / technology enablement
4. Process management / internal operations
5. Workforce capability and engagement
SydneyTalent values

Explore, Discover, Challenge & Achieve
We commit to continual exploration, discovery, challenge and achievement

Contribute & Collaborate
We make an innovative and practical contribution through collaborative endeavour

Passion, Responsibility & Commitment
We show personal passion, responsibility and commitment

Open, Honest, Ethical & Respectful
We are open, honest, ethical and respectful in everything that we do

Giving Back
We give back so that we can all benefit from our success

Alignment to the WorkReady Competency framework

• Continuous learning
• Critical thinking & problem solving
• Creativity & innovation
• Interpersonal communication
• Relationship management
• Teamwork
• Initiative & responsibility
• Results focus
• Flexibility & resilience
• Planning & organisation
• Interpersonal communication
• Business acumen
• Initiative & responsibility
• Teamwork
• Relationship management
• Continuous learning