



Executive Level Leadership Network (ELLN)

Annual Forum

Thursday, 24 June 2010

Learn. Lead. Succeed.

Mr Stephen Sedgwick
Australian Public Service Commissioner



Australian Government
Australian Public Service Commission

Presentation overview

- *Ahead of the Game: Blueprint for reform of Australian Government Administration*
- The EL cadre and your role in the reform
- Questions and discussion



Ahead of the game

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Advisory Group

Chair: Mr Terry Moran AO

Members: Mr Chris Blake Professor Glyn Davis AC

Ms Jo Evans Dr Ken Henry AC

Ms Robyn Kruk AM Mr Steve Sedgwick

Ms Ann Sherry AO Mr Nick Warner PSM

Professor Patrick Weller AO



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Ahead of the game

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Nine broad areas, four core components

Meets the needs of citizens

1 Delivering better services for citizens

2 Creating more open government

Provides strong leadership and strategic direction

3 Enhancing policy capability

4 Reinvigorating strategic leadership

5 Introducing a new APSC to drive change and provide strategic planning

Contains a highly capable workforce

6 Clarifying and aligning employment conditions

7 Strengthening the workforce

Operates efficiently and at a consistently high standard

8 Ensuring agency agility, capability and effectiveness

9 Improving agency efficiency



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Meets the needs of citizens

- make citizens the central reference point
- Departmental secretaries to explore better options
- survey to capture citizens' views
- collaboration with citizens to design services and policy



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Provides strong leadership and strategic direction

- Leaders - at all levels - need a have a stronger focus on the long-term
- Secretaries to ensure strong strategic policy capability in their portfolios
- new senior leadership groups



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Contains a highly capable workforce

- APS-wide Human Capital Framework to outline standards and requirements across:
 - Workforce planning
 - Leadership
 - Attraction, recruitment and retention
 - Talent, succession and performance management
 - Learning and development.
- Agency performance will be benchmarked.



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Operates efficiently and at a consistently high standard

- agency capability reviews → capability improvement plans
- shared cross-portfolio outcomes
- cut red tape
- review current efficiency mechanisms



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The new APSC - responsibilities

- the citizen survey
- new APS Values
- talent management across the APS
- size and role of the SES
- learning and development
- strengthening the performance framework
- agency capability reviews.



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The new APSC - continued

- Human Capital Framework
- Human Capital Priority Planning
- Strategic Centre for Leadership, Learning and Development
- whole of reform reporting
- secretariat support for the Secretaries Board and APS200



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Lead agencies

- Department of the Prime Minister and Cabinet
- Department of Human Services
- Department of Finance and Deregulation
- Department of Education, Employment and Workplace Relations
- Department of Families, Housing, Community Services and Indigenous Affairs
- Department of the Treasury
- Department of Innovation, Industry, Science and Research



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The role of ELs in the reform

- Stay informed (within your agency and the wider APS)
- Translate and communicate the reform messages
- Provide leadership
- Be adaptable and open to change
- Seek out opportunities

