



Communique

Date: Tuesday, 4 April 2023

At the Deputy Secretaries Talent Council's third meeting for 2023, the Council discussed data and insights on SES capability based on over 7 years of rigorous talent assessments.

Since 2015, around 250 SES B1s and B2s from across the APS have completed the Council's assessment and development program. The program provides participants with access to detailed feedback, an opportunity to consider their goals and support to create a plan to develop the building blocks required for success in more senior roles.

Overall, participants have demonstrated they are collaborative, courageous, resilient and focused on delivery. They set high standards, commit to action and hold themselves to account. The Council noted that officers who perform strongly in the assessments are likely to be more expressive and daring, challenge ideas, and are more likely to invite feedback than their colleagues. The Council noted alumni of the talent pool now make up around twenty percent of the core SES Band 3 cohort.

The Council discussed and noted the value of both corporate and central agency experience in preparing SES for more senior roles. The Council also noted the strong gender diversity in the talent pool and reinforced its commitment to increasing representation of other diversity groups.

The Council discussed refinements to the talent development approach to support coaching and development recommendations for the talent pool.

The next Council meeting is scheduled for 18 July 2023.