



# Communique

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**Date: Thursday, 2 November 2023**

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The Chair, Ms Mary Wiley-Smith updated the Council on membership including welcoming Dr Rachel Bacon as the new Deputy Chair.

## **DSTC assessment and development planning program – Round 8**

Council members were advised that People Measures were the successful provider from the open approach to market to deliver the DSTC assessment and development planning program for the next two years.

Round 8 of the program commenced in late November 2023 and will run through to mid-2024. The Council were briefed on adjustments to the assessment for Round 8, including piloting the Hogan Development Survey (HDS) to assist participants recognise possible blind spots and derailers when under pressure.

## **First Nations SES talent and development programs**

The Council were briefed on the establishment of a First Nations SES development planning program as part of the Boosting First Nations Employment initiative. The program will be co-developed with the First Nations Unit and NIAA and piloted during 2023-24.

## **Insights from the ATO**

Ms Jacqui Curtis provided insight into the ATO's approach to building a strong SES leadership pipeline. Ms Curtis noted that establishing a pipeline takes time and shared the importance of sustained senior leadership engagement. A key to the success of the ATO's approach had been the focus on the careful identification and development of high performing and high potential staff who demonstrate aspiration and engagement.

## **Networking / Development Events**

The Council noted upcoming networking and development events for talent pool members, including a session with APS Commissioner, Dr Gordon de Brouwer on Values, Leadership and Expectations of APS Leaders and an interactive capability development workshop with leadership expert Jennifer Garvey Berger.

The next Council meeting is scheduled for 22 February 2024.