



Communique

Date: Friday, 13 September 2024

At the Deputy Secretaries Talent Council's third meeting for 2024, the Council discussed the DSTC program logic and reflected on the improvements and achievements over the past 7 years.

The Chair highlighted the new generation of leaders and their increased focus on coaching and developing others, coming through the system and the importance of incremental change to the program while building and maintaining trust across the system.

The Council were presented with options for their consideration, as part of the next phase of improvements to deepen the impact of the work. The Council agreed to continue its focus on diversity and integrating workforce planning data and drawing on talent insights to drive broader systems change.

Members noted the importance of sharing insights from the work broadly and systemically to uplift senior executives' leadership capability across the service.

Council members received an update on the progress of the SES First Nations assessment and development planning program, Yawarra. The Council noted that the program design followed a similar approach to the DSTC program.

Fifteen SES Band 1s and 2s participated from across 11 agencies. The majority of participants (80%) were SES Band 1s, with 20% in acting or substantive SES Band 2 roles.

Members were provided an update on the planning for the next round of the DSTC assessment and development planning program. The Council noted modifications to the round 9 program including more interactions as a cohort and more opportunities to learn from each other and from thought leaders both in and outside of the APS.

The next Council meeting is scheduled for December 2024.