

LAUNCH OF THE VICTORIAN LEADERSHIP ACADEMY

BELINDA CLARK QSO, VICTORIAN PUBLIC SECTOR COMMISSIONER WELCOME ADDRESS

Good evening.

I would first like to acknowledge the traditional owners of the land we are gathered on tonight – the people of the Kulin Nations – and pay my respects to their elders past and present, and extend that respect to all Aboriginal persons here tonight.

It is a pleasure to welcome you this evening to launch the Victorian Leadership Academy. I'm Belinda Clark, the Victorian Public Sector Commissioner.

I would like to especially welcome the Special Minister of State, Gavin Jennings, who will speak shortly. A warm welcome also to my colleagues on the Victorian Secretaries Board.

This initiative has come about as a result of many months of extensive research and consultations with senior leaders and experts across public and private sector, both internationally and domestically. Tonight, we introduce the Victorian Leadership Academy - a new model of leadership development for Victoria, that will ensure our public service leaders are equipped with the right skills and capabilities to lead an effective and impactful public service.

The Victorian Secretaries Board will set a four year plan for the public service, which will articulate current and emerging capability needs. The plan will detail where our capability gaps are, and where the risks lie, and identify the specific leadership qualities that are required to deliver on the government's current and emerging priorities.

Over the next three years, all executives in the Victorian Public Service will be assessed through a range of psychometric assessments, interviews, and behavioural simulation exercises, customised for the context of the Victorian Public Service. On the basis of these results, executives will receive individualised feedback and development plans. This will provide executives and their managers with the information to create the right skills development opportunities for each participant. Also as part of this initiative, the Victorian Secretaries Board will establish and manage a talent pool of credible candidates for Secretary and Deputy Secretary (and equivalent) roles.

In the coming weeks, the Victorian Secretaries Board will select 24 candidates to participate in a pilot, commencing with a rigorous assessment process. Tailored development plans will inform the learning interventions with experiential learning being the central and defining force. Formal offerings will engage leading national and international thinkers.

Findings from the pilot will inform refinement of the assessment process to be used for the full scale roll-out, which commences early 2017.

Each year, from 2017 onwards up to 250 Executive Officers will participate in the programme. Over time, the data and analytics we capture will provide us with a full system view on leadership development strengths and needs. We rely on your partnership through this process, and I feel sure of your support as we work to improve the collective capability of our public service workforce and leadership.

It is my pleasure now to hand over to Special Minister of State, Gavin Jennings, who will speak to us about priorities in public service leadership development, and the importance of the establishment of the Academy in identifying and developing Victorian leaders.