



VICTORIAN LEADERSHIP ACADEMY



The background features a large green arrow pointing to the right, which is partially overlaid by a grey triangle pointing downwards from the bottom right corner.

To meet the challenges facing Victoria, the Victorian public sector needs high performing, agile, diverse and collaborative leaders who can deliver sustainable, quality outcomes for Victoria now and into the future.

The Victorian Leadership Academy is a new and progressive model to achieve this vision for leadership development.



The Victorian Leadership Academy aims to build a pool of credible candidates for senior leadership roles.

Its goal is to equip our leaders with the requisite skills and capabilities to operate in an increasingly complex and changeable environment and deliver on the Government's priorities for Victoria.

The Academy will facilitate an interconnected set of strategic, targeted activities to lift leadership capability across Victoria's public service. The Academy will focus on interventions that are specifically tailored to the needs of the service and the individual, with experiential learning as the central, defining force.

Offering diverse experiences will assist to break down institutional silos and deliver leaders with greater breadth and understanding.

Underpinning the Academy's activities is a strategic vision and a set of annual priorities, identified by the Victorian Secretaries Board.

This strategic vision addresses current and emerging public sector needs, and areas of leadership risk, including capability gaps, retirement risks, workforce shortages, and emerging Government priorities.

Starting in 2017, all Victorian public service executives will undergo expert, external assessment, including 360° surveys, psychometric assessment, ability testing, face to face interaction, and behavioural exercises.

All executives will then receive a tailored development plan, aligned with the Victorian Leadership Capability Framework.

A small number of leaders will be selected each year for highly targeted, centrally coordinated development by the Academy.

The assessment process will produce rich data and analytics, informing:

- ▶ a comprehensive picture of the public service and what it needs from its leaders, now and into the future; and
- ▶ a strong evidence base for making decisions about leadership, talent and succession.

Assessment data will also guide initiatives to improve the diversity of the Victorian public service leadership.



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