

# Statement from the Victorian Secretaries' Board

## Establishment of the Victorian Leadership Academy

The Victorian Secretaries Board is pleased to announce the launch of the Victorian Leadership Academy.

The Victorian Leadership Academy will focus on the strategic needs of the Victorian public service. It will provide VSB with a clear line of sight over the senior leadership cohort, and a strong evidence base to support decisions about talent management and building the capability of senior leaders.

The blueprint for the Academy was informed by a recent review of the Victorian Leadership Development Program (formerly known as the Victorian Leadership Development Centre) led by Carmel McGregor PSM. The review found that, for the senior leadership of the Victorian public service to keep pace with the demands placed on it by Government and the community, its leadership development model must be updated to reflect emergent practices from leading public and private sector organisations around the world.

The use of data and analytics will form the crucial underpinning of the operation of the Victorian Leadership Academy. The Academy will use independent diagnostic assessment to identify those with high potential for greater leadership roles and tailor leadership development to meet the needs of the Victorian public service.

Over a three year period, commencing in early 2017, all executive officers in VSB member agencies will be independently assessed. Each individual that participates in the assessment process will receive a comprehensive report and a face-to-face debrief with the independent assessor to discuss the results. A tailored development plan for each individual will be developed using the assessment results.

VSB will use these assessments to select the highest potential leaders to take part in a personalised suite of interventions designed to prepare them for Secretary or Deputy Secretary roles.

The Academy will delve deep to identify talented individuals earlier in their career and maximise value from investment by making development opportunities available to a broader audience. It will place an emphasis on development through experiential learning and will also reinvigorate the most highly valued interventions used by its predecessor. Over time, it will enable VSB to produce and manage a talent pool of leaders who are ready to take on greater leadership roles, with dedicated streams for Secretary roles, and for Deputy Secretary and equivalent roles.

The Victorian Leadership Academy will be administered by the Victorian Public Sector Commission and VSB will serve as its governing board. An initial group of participants will commence in late 2016.

Chris Eccles  
**Secretary, Department of Premier  
and Cabinet**

Belinda Clark QSO  
**Victorian Public Sector  
Commissioner**

Gill Callister  
**Secretary, Department of  
Education and Training**

Richard Bolt  
**Secretary, Department of  
Economic Development, Jobs,  
Transport and Resources**

David Martine  
**Secretary, Department of  
Treasury and Finance**

Kym Peake  
**Secretary, Department of Health  
and Human Services**

Greg Wilson  
**Secretary, Department of Justice  
and Regulation**

Adam Fennessy  
**Secretary, Department of  
Environment, Land, Water and  
Planning**

Graham Ashton AM  
**Chief Commissioner, Victoria  
Police**