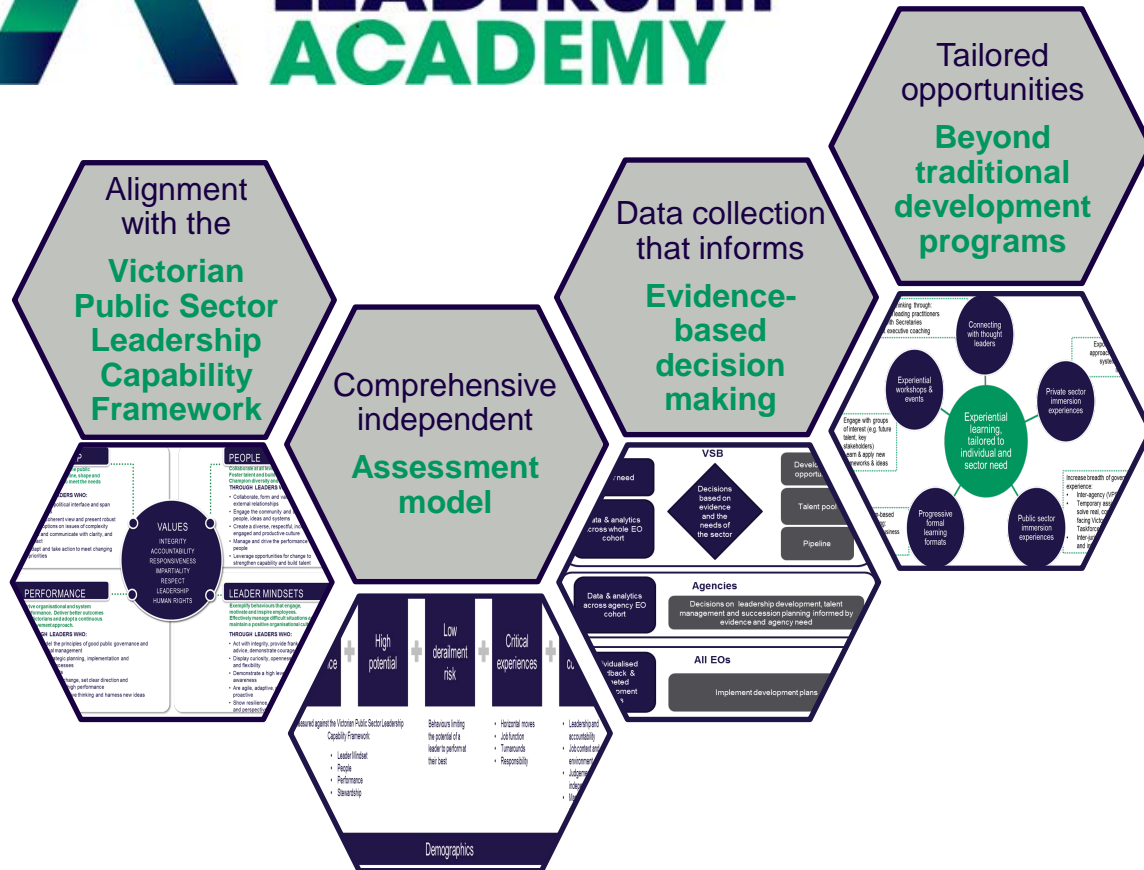
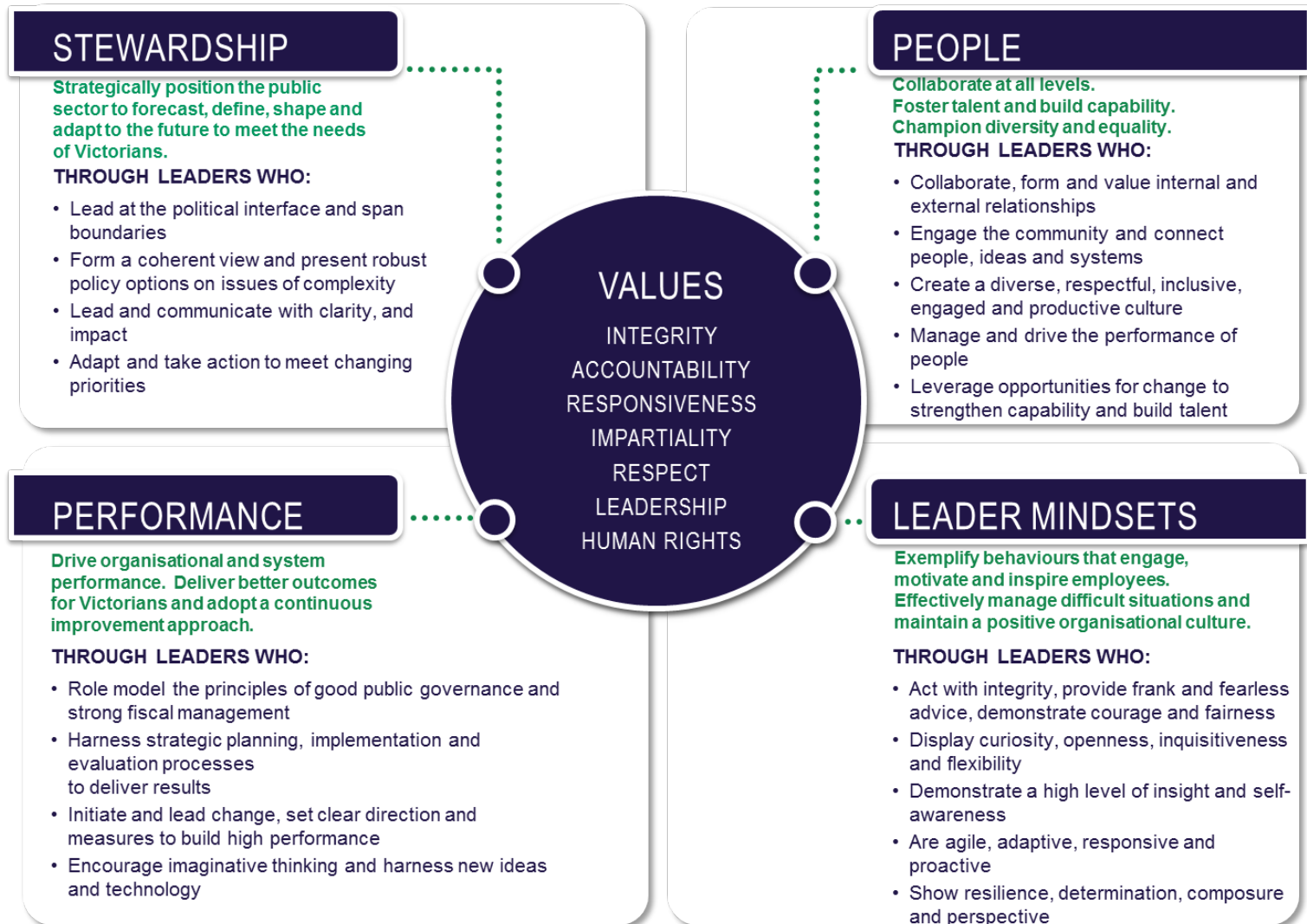


Methodology



Victorian Public Sector Leadership Capability Framework

The Victorian Public Sector Leadership Capability Framework defines the qualities the Victorian Secretaries Board see as contributing to strong leadership. It informs assessment, talent management, and development for Executive Officers across the Victorian public sector.



VLA Assessment model

All Victorian public service Executive Officers are undergoing expert, independent assessment aligned with the Victorian Public Sector Leadership Capability Framework.

The VLA experience includes:

- a one day development centre comprising behavioural exercises, ability testing, psychometric assessment, consideration of critical experiences and job complexity, and a self-reflection
- 360° surveys and collection of demographics
- an individualised two hour feedback and planning session, including the creation of a tailored development plan.

The tailored development plans are intended to lift leadership capability across the sector and provide individuals with actions to take forward and implement in their workplace.

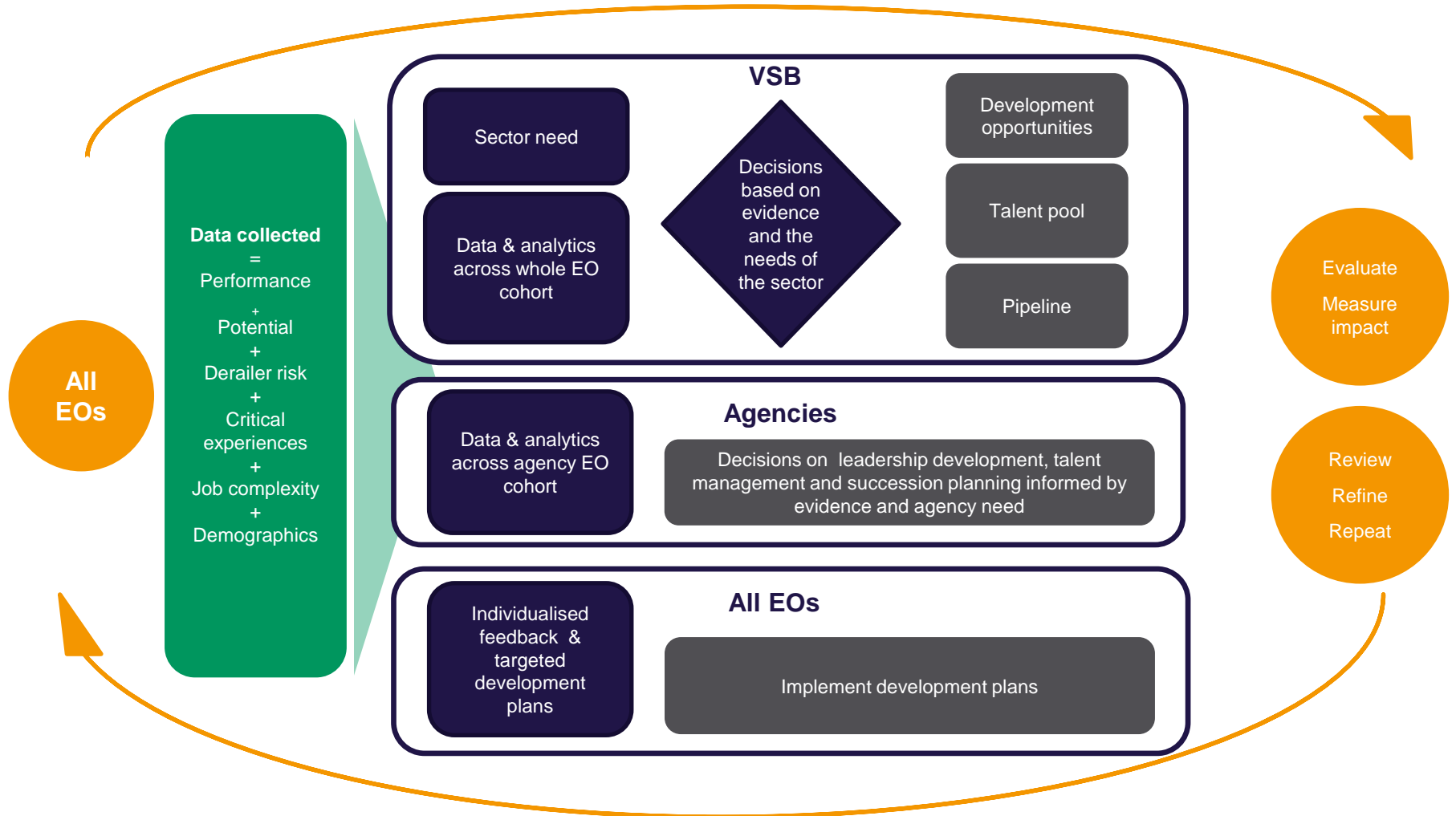


Demographics

Evidence-based decision making

The VLA collects a broad range of data to inform decisions by the Victorian Secretaries Board, agencies, and participants.

The data also informs the independent evaluation of the VLA's effectiveness, efficiency and impact and guides a continuous improvement cycle within the VLA.



Beyond traditional development programs

VLA assessment data and analytics inform the individual development plans for each Executive Officer and the leadership development opportunities provided by agencies.

VSBS uses the data and analytics to understand the leadership strengths and needs of the system as a whole and to inform identification of small numbers of Executive Officers to participate in development opportunities that are centrally coordinated by VLA. These opportunities are tailored to the strategic needs of the sector as well as the individuals, with experiential learning as the central, defining force.

