

# Strategic Plan 2020-23

## Vision

A trusted public sector that delivers exceptional outcomes for the Victorian community.

## Outcomes

### An integrated and future-focused public sector

**A public sector that is:**

- committed to excellence
- innovative and adaptive to changing circumstances
- connected and works together.

### An inclusive, high-performing and engaged workforce

**A workforce that:**

- is capable and flexible
- is inclusive and diverse
- is digitally enabled and customer focused
- embodies public sector values.

### Empowering and engaged leaders

**Leaders who:**

- embody public sector values
- are strategic and accountable
- drive service excellence
- support and develop their people.

### Victorians trust the public sector

**A public sector that:**

- is transparent and accountable
- has strong governance
- is trusted and acts with integrity.

## Priorities

### Strategic priority 1

#### Promote workforce reform

- Provide WOVG people data analytics and insight
- Support a digitally enabled and flexible workforce
- Provide workforce planning advice

### Strategic priority 2

#### Support a positive employee experience

- Promote inclusive and healthy workplaces
- Support employment and career pathways
- Develop leading practice to support WOVG people initiatives

### Strategic priority 3

#### Develop outstanding leadership

- Provide high quality leadership development and strengthen Executive leadership capability
- Promote a connected and collaborative Senior Executive Service
- Support Executive mobility and career pathways

### Strategic priority 4

#### Promote public trust

- Drive a preventative approach to integrity and governance issues
- Strengthen integrity and governance capability
- Review and enquire into critical issues
- Promote and advocate for an impartial and professional public sector