

LEADERSHIP & TALENT

TOOLS

“TALENT EXCHANGE PROVIDES CAREER BOARDS, AGENCIES AND INDIVIDUALS WITH ACCESS TO A LARGE, SHARED DATABASE OF TALENT FROM ACROSS THE PUBLIC SERVICE.”

TALENT EXCHANGE FACTSHEET

Talent Exchange provides Career Boards, agencies and individuals with access to a large, shared database of talent from across the Public Service.

Growing the leadership and talent we need to make the biggest difference for New Zealand requires an approach that connects our efforts right across the Public Service.

This work is supported by a common set of tools for better talent management through consistent and good practice.

Talent Exchange is a key tool that supports talent management and leadership development across the Public Service.

WHAT IS TALENT EXCHANGE?

Talent Exchange is an online tool and central database for leadership development and talent management information across the Public Service. Initially developed for Career Boards, Talent Exchange is now used to support agency and sector-wide talent management efforts.

Individuals also benefit from having all their talent and development information in one place, similar to LinkedIn.

What type of information is stored in Talent Exchange?

Talent Exchange holds information typically found in a person's *curriculum vitae*, such as:

- Current role information
- Career and employment history
- Education and training

Also included is other information from participation in Career Board, sector-wide or agency talent management processes, such as:

- Short-term and long-term aspirations
- Leadership Insight results
- Development plan and progress
- Career Board participation history

To find out more about our work, visit:

<http://www.ssc.govt.nz/leadershipandtalent>

To find out more about Talent Exchange, visit:

<https://ssc.govt.nz/talentexchange/>

STATE SERVICES COMMISSION
Te Komihana O Ngā Tari Kāwanatanga



Factsheet Talent Exchange
(formerly Talent Management Information System (TMIS))

New Zealand Government

WHO GETS ACCESS TO TALENT EXCHANGE?

Access to Talent exchange is currently by invitation only and all eligible users will receive a personal RealMe email with registration details.

You will be eligible for Talent Exchange access if you are:

- a Public Service Chief Executive
- part of the Public Service Leaders Group
- a nominated Career Board support person or privileged user within a Public Service agency
- internal staff where the Public Service agency has chosen to use Talent Exchange as their own talent management information system.

If you fall into the any of the above categories but haven't yet received your invite to Talent Exchange, please email us at TalentExchangeSupport@ssc.govt.nz so that this can be organised for you.

“ALL LEADERS IN THE PUBLIC SERVICE LEADERS GROUP HAVE BEEN INVITED BY THE HEAD OF STATE SERVICES TO SIGN UP TO TALENT EXCHANGE.”

HOW DOES TALENT EXCHANGE BENEFIT LEADERS?

All leaders in the Public Service Leaders Group have been invited by the Head of State Services to sign up to Talent Exchange.

By using Talent Exchange you are:

- signing up as a Public Service Leader that supports the *Spirit of Service* and wider sector view of leadership and talent
- supporting a bird's eye view of senior leadership talent data across the sector
- promoting your own leadership brand within an exclusive Public Service platform
- proactively increasing your chance of being matched to potential suitable leadership development opportunities
- able to share contributions, network and engage with other senior leaders across the Public Service.

WHERE DO I GO FOR SUPPORT?

For general queries on Talent Exchange and development opportunities, please contact your internal human resource or Career Board support person within your agency.

For Talent Exchange System support, please email TalentExchangeSupport@ssc.govt.nz

