

LEADERSHIP & TALENT

TOOLS

“EVERYONE HAS TALENT AND POTENTIAL. WE WANT TO GIVE ALL PEOPLE THE OPPORTUNITY TO BE SUCCESSFUL – IN THEIR JOB AND THEIR CAREER.”

QUICK REFERENCE GUIDE – INDIVIDUALS

Everyone has talent and potential. We want to give all people the opportunity to be successful – in their job and career.

Talent management is how we develop a State sector with the diverse leadership & talent we need, in ways that make the biggest difference for New Zealanders – now and for the future.

This includes people being identified and developed at all levels, to be ready for future leadership & specialist roles.

We are taking a joined-up, consistent and deliberate approach to attract, identify, develop, deploy and retain great people – for the benefit of individuals, the organisation and the wider State sector.

STATE SERVICES COMMISSION
Te Komihana O Ngā Tari Kāwanatanga



WHY IDENTIFY & DEVELOP TALENT?

People want to be supported to be successful in their job and career. We need great people to be in place now and for the future, to deliver results for a better New Zealand.

What's in it for me?

Talent management is an open and transparent process. It means that all people, at every level, have the opportunity to identify their career interests, strengths and development needs.

It means that everyone gets appropriately targeted development, based on where they are at in their career at any given point-in-time.

What's in it for the organisation and State sector?

Leadership & management teams will have a clear picture of their people's capability, performance and potential – both individually and collectively. People with strong leadership & specialist skills can be easily identified, developed and deployed where they will have the biggest impact.

By doing this in a consistent and deliberate way, leadership & management teams can plan together about how to best support and target development, to meet current and future needs.

To find out more about our work visit us at www.ssc.govt.nz



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Quick reference guide – overview for individuals

New Zealand Government

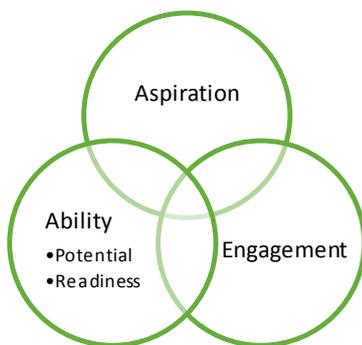
HOW IT WORKS IN PRACTICE

Development is not something that can be done “to” or “for” people. It’s up to you to work with your manager to:

- Participate in talent management and development conversations
- Take ownership of your own learning, development and career

Everyone should work with their manager to agree a development plan which helps them to build the skills & experience needed to be successful.

Where you want to progress your career or take on more responsibility, this is based on a mix of **aspiration**, **ability** and **engagement**:



We recognise that these aspects are not fixed and will change over time. The right development focus will depend on where you are at in your career ‘right now’.

For some people, this may be about helping you to perform well and excel in your current role. For others, it may be directed towards helping you broaden or expand your experience, and progress to future opportunities – identifying what you’ve got potential for, and where you’ll go next.

You can use a variety of tools and resources with your manager to help you navigate your career, such as:

- My Talent Profile
- Career Conversations Map
- Dynamic Talent Map (9-box grid)

People who pursue a State sector leadership career may also participate in assessments linked to our common Leadership Success Profile, such as *Leadership Insight*. The initial focus is on assessing senior leaders, but over time the capabilities will be used to assess all leaders at all levels.

“EVERY PERSON SHOULD WORK WITH THEIR MANAGER TO AGREE A DEVELOPMENT PLAN WHICH HELPS THEM TO BUILD THE SKILLS AND EXPERIENCE NEEDED TO BE SUCCESSFUL”

HOW TALENT MANAGEMENT FITS

Talent management is part of the performance and development cycle.

At a minimum, you can expect to have conversations with your manager about your development. This includes finding the best development focus to support you to be successful – in your job and your career.

Individual and collective development is regularly reviewed and moderated by the appropriate leadership & management team and other forums, as appropriate.

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