

TALENT MANAGEMENT IN THE PUBLIC SECTOR

Identifying and developing future leaders

24th – 25th February, 2010, The Marque Hotel, Canberra

EXPERT ANALYSIS FROM:



Carmel McGregor,
Acting Public Service
Commissioner
**Australian Public
Service Commission**



Martin Hoffman, Executive
Coordinator Strategic Policy
& Implementation Group
**Department of the Prime
Minister and Cabinet**



Ewen McDonald, Deputy
Secretary, Corporate &
Network **Department
of Education,
Employment &
Workplace Relations**



Warren McCann
Commissioner for Public
Employment, Office for Ethical
Standards & Professional
Integrity **Department of the
Premier and Cabinet, SA**

ATTEND AND HEAR:

- ✓ How effective **recruitment and selection** strategies can increase productivity and retention of key talent
- ✓ How to broaden the **scope of your talent pool** at the senior executive level
- ✓ Best-practice tools for talent management, including **mentoring, performance management** and **coaching** techniques
- ✓ New and innovative models for **succession planning** and **leadership development**
- ✓ How to **break the barriers to mobility** across departments and jurisdictions

CONFERENCE WORKSHOPS

PRE-CONFERENCE WORKSHOP A

How to integrate a
talent management
strategy into your
workforce plan

MID-CONFERENCE WORKSHOP B

How to retain key
talent within an
organisation

POST-CONFERENCE WORKSHOP C

Measuring and
evaluating the
impact of talent
development
strategies

Researched by:



DISTINGUISHED SPEAKER PANEL

Lieutenant-Colonel Jason J. Hedges
Commanding Officer,
Royal Military College Duntroon
& former Chief of Staff, Career
Management – Army,
Department of Defence

Lyn Agnew, National Manager,
People Development and Learning,
Centrelink

Andrew Podger, National President,
**Institute of Public Administration
Australia**, & former **Public Service
Commissioner**

Ian Stehlik, Director,
Organisational Development,
Therapeutic Goods Administration

Dr. Bernd Irmer, Lecturer
& Researcher, School of Management,
Faculty of Business,
Queensland University of Technology

Andrew Wills, Manager Business
Improvement, Corporate Services Division,
Queensland Health

Geraldine Kennett, Program Director,
**Institute of Public Administration
Australia, Victoria Division**

Karen Patterson, Leadership, Practice
Development and Education Manager,
Nursing and Midwifery Directorate,
**South East Sydney Illawarra Health,
NSW Health**

Natalie Hamood, Director Human Resources,
**Department for Families
& Communities, SA**

Kaye Butler, Manager Workforce Strategy,
HR Strategy & Consulting,
**Department for Families
& Communities, SA**

Chris Corrigan,
Manager Organisational Development,
Organisational Improvement Division,
**Department of Sustainability and
Environment, VIC**

Leanne Ansell-McBride,
Chief Executive Officer,
**Victorian Leadership
Development Centre**

Identifying, retaining and developing high quality people

For a reformist government to succeed a highly skilled and adaptable talent pool within the public service is essential.

With continued skills shortages across critical industries, an ageing population and budgets tighter than ever before, attracting and retaining the highest-quality people is now a key area of reform.

Talent Management in the Public Sector 2010 emphasises the need for HR and People strategists to identify, develop and nurture future leaders in driving high performance in the public service. Through efficient channelling of resources into human capital development, and increasing mobility at the mid to senior executive level, this conference will equip agencies with the necessary tools to ensure continued productivity despite reduced resources.

You will take away:

- Solutions on how to integrate an effective **talent management plan** into your strategic workforce plan
- Best practice strategies on how to **retain** and **develop** key talent within your organisation
- **Succession planning models** to ensure you have the best people ready to step into leadership positions
- An understanding of how **other departments and jurisdictions** are achieving results
- Strategies for **measurement and evaluation** of talent management programs

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Who Should Attend?

This conference is designed specifically for:

Senior level government officials from Commonwealth, State/Territory and Local Government in addition to Academics, NGO's and Consultancies involved in:

- Talent management, development or identification
- People performance, management, strategy, learning and development
- Human resources
- Career planning and development
- Workforce strategy (people)

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If you want to register a group please feel free call us on **1300 316 882** and we will co-ordinate your registration to ensure it's as easy and as cheap as possible.

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book by 11 December 2009**

Day One

Wednesday 24th February, 2010

8:30 Registration, coffee & networking

9:00 Welcoming remarks from the Chair

Lieutenant-Colonel Jason J. Hedges
Commanding Officer
Royal Military College Duntroon

INTEGRATING TALENT MANAGEMENT INTO WORKFORCE PLANNING

9:10 Developing people management policies and practices in recruitment, selection, mobility and performance

KEYNOTE



Carmel McGregor,
Acting Public Service Commissioner,
Australian Public Service Commission

9:50 Broadening the scope of your talent pool at the senior executive level

- Strategies for agencies to widen their intake
- Making the transition from a career in the private sector to a senior role in a central agency
- Personal reflections and learning's from this transition

Martin Hoffman, Executive Coordinator,
Strategic Policy and Implementation Group,
Department of the Prime Minister and Cabinet

10:30 Morning tea and networking

11:00 Examining the potential for talent management to help organisations strategically leverage talent

- What is talent management?
- Talent segmentation – developing differentiated HR strategies for key talent segments
- Employee engagement across the employee life-cycle

Dr. Bernd Irmer, Lecturer & Researcher,
School of Management, Faculty of Business
Queensland University of Technology

ATTRACTING & RETAINING HIGH PERFORMERS

11:40 Facilitating mobility: Driving greater interaction between Commonwealth and state senior executives

- Identifying the mutual benefits of fostering mobility amongst senior executives and options to do so
- Creating a common dialogue between jurisdictions for effective identification, development and allocation of talent

Andrew Podger, National President
Institute of Public Administration Australia
and former
Public Service Commissioner

12:20 Lunch

1:30 Fostering best practice approaches to talent management and leadership development

- The importance of business ownership – it's a business imperative not an HR initiative
- Identifying and assessing executive talent – defining talent, defining success, diagnosing gaps
- Alternative approaches to executive development – beyond the classroom

Leanne Ansell-McBride, Chief Executive Officer,
Victorian Leadership Development Centre

2:10 Developing talent: Leadership, performance management and mentoring

- Assessing key learning's from an Army Officer and manager in the Department of Defence, in addition to those as a Commanding Officer within the Royal Military College Duntroon
- Outlining programs such as leadership and management training, and mentoring initiatives including the Army Female Leaders' Networking and Mentoring Program

Lieutenant-Colonel Jason J. Hedges,
Commanding Officer,
Royal Military College Duntroon

2:50 Afternoon tea and networking

3:20 An E-development mentoring strategy for effective talent management

- Illustrating the benefits of a systematic mentoring process in managing talent across a department
- Assessing the advantages of a self-matching selection process with mentors and mentees
- Emphasising the importance of engaging talent in structuring mentor programs

Natalie Hamood, Director Human Resources,
Department for Families & Communities, SA

Kaye Butler, Manager Workforce Strategy,
HR Strategy & Consulting,
Department for Families & Communities, SA

4:00 How training and development practices impact employee turnover in the public sector

- How training and development practices influence an employee's decisions to stay or leave
- Constructing training and development types: Individual, organisational or team development
- Aligning training and development practices to meet workforce planning objectives

Geraldine Kennett, Program Director,
Institute of Public Administration Australia,
Victoria Division

4:40 Closing remarks from the Chair

4:50 Close of Day One

5:30 EVENING – WORKSHOP B (Register to attend)

How to retain key talent within an organisation

Workshop Leader: Professor Ed Davis, Emeritus
Professor and Fellow of the Labour-Management Studies
Foundation, Macquarie University

Includes a relaxed working dinner for all participants.

Day Two

Thursday 25th February, 2010

8:30 Welcome, coffee & networking

9:00 Welcoming remarks from the Chair

Chris Corrigan,
Manager Organisational Development,
Organisational Improvement Division,
Department of Sustainability and Environment, VIC

9:10 Driving talent management to identify and develop future leaders

KEYNOTE

- Outlining essential tools for effective leadership development
- Emphasising the importance of effective management of key talent in achieving departmental objectives

Ewen McDonald, Deputy Secretary,
Corporate & Network,
Department of Education, Employment
and Workplace Relations

9:50 Strategic career development - A key to retention and productivity

- Supporting scientific and technical specialists in transition to senior managerial roles
- Practical solutions for long-term management and leadership development
- Creative options for overcoming organisational silos

Ian Stehlick, Director, Capability Development,
Therapeutic Goods Administration

10:30 Morning tea and networking

SUCCESSION PLANNING

11:00 Identifying and training future leaders: Increasing the number of women in Senior Executive Service positions

- Why it is important to appoint more women as executives
- Strategies that will help to achieve this

Warren McCann, Commissioner for Public Employment,
Office for Ethical Standards & Professional Integrity,
Department of the Premier and Cabinet, SA

11:40 Interactive session: Delegates will collaborate in groups to discuss key learning's from the conference and potential future action plans

12:20 Lunch

1:30 Succession management: Ensuring strong leadership & retaining high quality talent

- Developing individual career progression plans
- Senior staff as mentors in career development
- The effectiveness of self-assessment tools in the succession planning process
- Creating a pool of competitive people to contest senior positions who are collaborative in approach

Lyn Agnew, National Manager,
People Development and Learning,
Centrelink

2:10 Executive succession planning: Creating an intertwining system of succession management, leadership development & organisational strengthening

- The driving force
- Designing and agreeing a strategy
- Gaining the commitment of senior executives and building their role as critical to success
- Piloting, learning and creating innovative and powerful leadership development experiences and programs
- Positive spin off effects that have strengthened the organisation
- The next steps in the journey

Chris Corrigan, Manager Organisational Development,
Organisational Improvement Division,
Department of Sustainability and Environment, VIC

MEASURING & MANAGING THE PERFORMANCE OF HIGH QUALITY TALENT

2:50 Afternoon tea and networking

3:20 The rewards of enabling talent development in the health workforce: The benefits of integrated and consistent reporting mechanisms

- Translating individual leadership capacity into outcomes
- Integrating self governance reporting frameworks in tracking talent management
- Illustrating the benefits of tangible evidence in encouraging future investment in talent management programs
- Sustaining engagement of empowered individuals and retaining talent

Karen Patterson, Leadership, Practice Development and
Education Manager, Nursing and Midwifery Directorate,
South East Sydney Illawarra Health, NSW Health

4:00 Corporate services talent development and Evaluation

- Development and piloting of talent/leadership development programs for corporate services leaders
- Participant case studies
- Preliminary evaluation and future strategies
- Assessment against organisational objectives

Andrew Wills, Manager Business Improvement,
Business Performance & Improvement Unit (BPIU),
Corporate Services Division,
Queensland Health

4:40 Closing remarks from the Chair

4:50 Close of Conference

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Workshops

23rd, 24th & 26th February, 2010

How to integrate a talent management strategy into your workforce plan

Pre-conference Workshop A
Tuesday 23rd February, 2010
9.00am – 4.00pm

Change in our demographic and social circumstances, technological shifts and economic globalisation are radically reshaping the business landscape. These pressures have made attracting, retaining and engaging talented employees a strategic priority. These shifts have, however, outstripped the adaptive capacity of traditional workforce planning methods. Talent management provides an alternative by focusing on configuring and tailoring HR systems for specific talent pools. Workforce planning is the initial step in this process, which identifies an organisation's talent requirements.

This workshop will provide participants with an interactive session on the purpose of talent management, challenges in configuring and implementing a talent management system, and approaches to overcoming these challenges.

The workshop will cover:

- What is talent management?
- Identifying and prioritising future workforce requirements - workforce planning as the initial step in talent management
- Approaches to designing and configuring talent management systems
- Implementing a talent management system – the importance of alignment and creating line of sight

Participants in the workshop will develop a framework for assessing their organisation's talent management approach and needs, and be provided with a suite of talent management diagnostic and action planning tools.

About Your Workshop leaders



Dr Bernd Irmer has been working as an academic and human capital consultant for more than 10 years in the areas of workforce planning, employee engagement, human capital measurement, and knowledge management.



Dr Brad Jorgensen is an experienced and highly-trained researcher, educator, project manager and human resources professional with extensive experience in the management of personnel, organizational change and high level strategy development.

How to retain key talent within an organisation

Mid-conference Workshop B
Wednesday 24th February, 2010
5:30pm – 8:30pm

This workshop will explore the skills required for the effective management of people within the public sector.

- What steps are required to retain and engage talent?
- How is talent best encouraged and harnessed in pursuit of improved performance?
- What obstacles are met in pursuit of measures to maximise the input of talent into the organisation?
- What measures might be used to indicate the success of such strategies?

About your Workshop leader:



Professor Ed Davis is an Emeritus Professor and a Fellow of the Labour-Management Studies Foundation at Macquarie University. He has recently worked with ANZSOG on a public sector management project.

Measuring & evaluating the impact of talent development strategies

Post-conference Workshop C
Friday 26th February, 2010
9:00am – 1:00pm

This workshop will assist participants to formulate strategies for measuring and evaluating talent development to be integrated into their program design.

- Are you competing for finite resources for investing in talent?
- Do you need to demonstrate return on investment to a range of stakeholders?
- Can you provide evidence that your talent development program is aligned with organisational strategic priorities?
- Is talent development an episodic event or a continuous capacity building strategy?

About your Workshop leaders:



Karen Patterson is responsible for strategic leadership & coordination of South East Sydney Illawarra Health Leadership Development Initiatives. Karen's role includes fostering strategic alliances with external partners and maximising the benefits of networking educational resources.



Prior to his role at Queensland Health **Andrew Wills** held project management and policy positions in Queensland Transport and the Queensland Department of Public Works.

Early booking discounts apply – the earlier you book the more \$\$\$ you save

