

Appendix 3

Implementation of Talent management strategy

The talent Management Strategy will be 'implemented' when we are actively implementing each of the core components. The outstanding areas still to be launched are:

1. Workforce Planning
2. Succession Planning
3. Development centres (these will support Succession Planning)

TIMELINE	By end
Consult workforce development stakeholders regarding guiding principles and proposed goals relating to 1 and 2	Dec 2015
Agree principles and goals relating to 1 and 2 with WFD stakeholders	Jan 2016
Seek approval from SLT to progress with implementation according to guiding principles and to pursue stipulated goals	March 2016
Establish processes to formulate succession planning profiles and use them to create Executive Leader profile	March 2016
Take report to cabinet	April 13 2016
Consult Leader and Chief Executive on Executive Leader succession profile	April/May
Formulate succession planning panel composition proposals and intentions around specific indicators of success	May 2016
Consult WFD stakeholders regarding full range of proposed processes and measures	June 2016
Amend / finalise processes and measures	June 2016
Undertake final consultation with WFD stakeholders	July
Design interventions, documentation, evaluation methods for Exec Level Developments Centres (3)	August/September 2016
Run development centres for proposed pilot (exec level)	October 2016
Review and revise processes for subsequent levels of succession planning	October/November