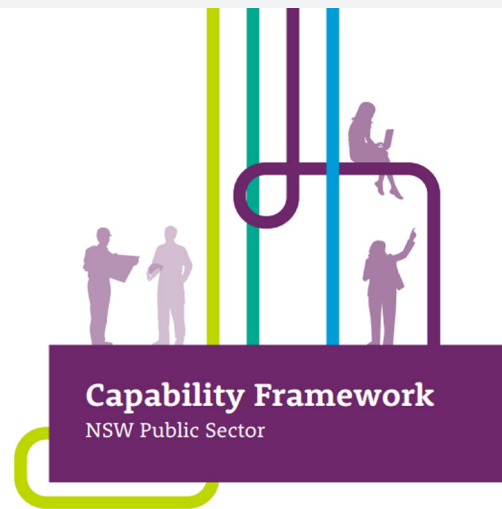


UNDERSTANDING THE NSW CAPABILITY FRAMEWORK



The NSW Public Sector Capability Framework

Version 2: 2020



Delivery:
Face to Face or Virtual



Duration: Half day



Maximum Participants: 12



Recommended audience:
NSW Public Sector employees



Fully Pre-qualified on:
buy.nsw Supplier Hub,
VendorPanel and AusTender

Understand the NSW Capability Framework and how it can be used to develop your professional pathway

This workshop will help your staff understand how the Framework can be utilised to benefit individual professional development and department objectives.

The Framework provides a systematic and integrated approach to role design, role description, recruitment, performance management as well as learning and development.

Understanding the Framework gives participants a clear path to develop their opportunities for progression.

■ The workshop is designed by one of our specialist facilitators with an extensive Human Resources background in NSW Government and steps participants through the Capability Framework in a practical and informative way, exploring the key elements, their purpose and impact.

It is suitable for managers and team members and provides insight into building professional development plans and helping participants to identify work samples which demonstrate how they meet required indicators.

For managers, it will also explore how they can engage with staff more effectively in performance feedback meetings by using recognisable workplace behaviours that align with the descriptions and standards outlined in the Framework.

The workshop features practical application activities such as developing a skills

development strategy corresponding to an identified area of development.

■ WORKSHOP CONTENT

Framework overview:

- Purpose
- Terminology
- Behaviours and levels

Behaviour descriptors:

- Recognising behaviours in the workplace
- Transferrable skills
- Changing roles

Relevant Organisational policies:

- Relationship between the Framework and your organisations Statement of Values and Code of Conduct

The role of the Framework in recruitment and promotion.

The Framework and relevant organisations Performance Development Plans:

- Identifying examples of standards of performance - for use by staff and managers

The Framework as a tool in self-directed development and training:

- Organisational and personal responsibility and accountability for self-directed professional development

■ NSW CAPABILITY FRAMEWORK ALIGNMENT

- Personal Attributes
- Relationships
- Results
- People Management

■ RELATED WORKSHOPS AVAILABLE:

- Writing Job Applications and Interview Skills
- Merit Assessment for Hiring Managers

“ The facilitator demonstrated thorough depth of knowledge and a practical understanding of application of the Framework. ”