

# Deputy Secretaries Talent Council

## Summary of the Talent Assessment and Development Planning Process for participants

*The Deputy Secretaries Talent Council (DSTC) is charged with building a strong and diverse pipeline of future APS leaders*



### Who should participate?

This assessment and development planning process is designed for high performing Band 1 and 2s with the ability and aspiration for bigger, broader roles in the APS.

Those who get the most out of the process are strong, cross-system contributors who are committed to transformation, different ways of working and accelerating their development.

### What are the benefits?

#### After participating you will have...

- An increased awareness of your leadership strengths and development areas
- A clearer understanding of your career aspirations and motivations
- A clearer understanding of the leadership capabilities required for the most senior roles in the APS
- Expert input into the experiences, exposure or formal development you need to fulfil your potential.
- A meaningful development plan supported by your manager and agency.

The process has tangible outcomes for you, your manager, your agency and the Service.

### Questions?

If you have any questions, please contact the Talent Management Team at the APSC  
[talentmanagement@apsc.gov.au](mailto:talentmanagement@apsc.gov.au)

You'll undertake an intensive assessment process to gain insights into three key areas:



#### 1. PAST EXPERIENCE

Your critical experiences including depth and breadth



#### 2. CURRENT LEADERSHIP CAPABILITY

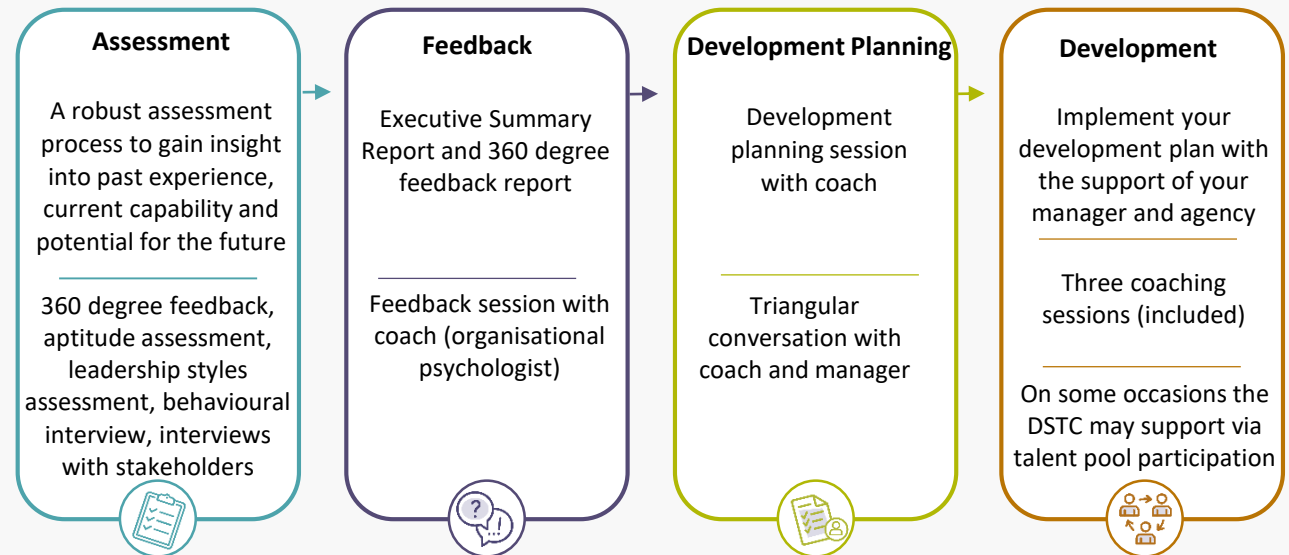
Your current capability including strengths and development areas



#### 3. POTENTIAL FOR THE FUTURE

Your potential to succeed in roles of greater complexity, ambiguity or scale

Participation requires 15 - 18 hours across several months and includes:



The feedback structure worked really well. It was very involved and managed well. The work my coach did with me was extraordinarily helpful. He drew out some really valuable things for me to think about and focus on. It was the most valuable informal feedback I've ever had in my career.

Past participant



...the single most transformative opportunity of my career.

Past participant