Human Capital Response

Strategic Workforce Planning

Organisational Performance

Workplace Culture
- Risk taking
- Individual accountability
- Collaboration
- Innovation
- Longer-term outlook versus short-term.
- Trust
- Learning organisation
- Solutions, not blame-oriented
- ...

Workplace Leadership
- Risk appetite
- Leader visibility
- Courage, vision and commitment in all leaders
- Leadership skills: communication skills, ability to delegate, etc
- Openness to new ideas from *all* sources
- ...

Workforce Capability/Capacity
- Actual staff numbers
- Staff vacancies
- Critical skills shortages
- Workforce profile (age, experience, status, etc.)
- Employee engagement
- ...

Workplace Conditions
- Reward and recognition
- Remuneration
- Non-financial conditions
- Workload
- ...

Workplace Design
- Flat or hierarchical organisational structures
- Governance structures
- Increased responsibility and accountability at lower levels
- Devolved delegation of resources
- ...

People Strategies
Talent Management Program, targeted recruitment strategies (e.g., critical skills), Staff Development Strategy, Agency innovation strategy, performance management system, Diversity Strategy, Leadership Development Program, Culture Change program, etc.