

Local Government Capability Framework

Group and Capability	Level	Behavioural Indicators
Workforce Leadership Manage and Develop People	Highly Advanced	<ul style="list-style-type: none"> • Creates a climate in which people across the organisation want to do their best • Ensures the organisation engages in effective performance management, development planning and talent identification • Drives executive capability development and ensures effective succession management practices • Creates a climate in which senior staff value regular feedback, continuous learning and new experiences • Ensures workforce management systems, policies and practices are inclusive of all individuals • Instils a sense of urgency around addressing performance problems among leaders in the organisation.
People Management Inspire Direction and Purpose	Highly Advanced	<ul style="list-style-type: none"> • Articulates a shared vision of the organisation's future described in measurable terms • Champions the organisational vision and strategy and communicates the way forward • Generates enthusiasm and commitment to goals and cascades understanding throughout the organisation • Communicates the context and parameters surrounding organisational strategies • Celebrates success and high performance and supports regular workplace activities to build a positive culture.