

CITY OF HOLDFAST BAY – LEADERSHIP FRAMEWORK

STRATEGIC REFERENCE: Culture Pillar – Enabling High Performance
Building a high-performing culture which ensures sustainable performance for our community

CULTURE: A place that proudly delivers great things – where we deliver on promises, value people, recognise achievements, inspire progress, respect history, build the future, grow and learn, enjoy what we do

Values & Behaviours:

Achievement, Respect, Innovation, Simplicity, Engagement

Leadership Capability:

Accept Accountability, Relationship Driven, Innovate and Change, Strategic focused, Empower Others

WHS Brand:

Safety “Every Time”

RECRUITMENT & SELECTION

- Employment Brand
- Position Descriptions
- Role clarity & expectations
- Advertising
- Interview & selection techniques
- References
- Induction
- Probationary period performance plan

WORKPLACE RELATIONS

- Industrial Relations Framework (EA’s)
- Performance Improvement
- Performance Management
- Conflict Management
- EO/Fair Treatment
- Staff satisfaction

ORGANISATIONAL DEVELOPMENT

- Change Management
- Innovation
- Business Transformation
- Governance (policies, procedures, legislation)
- Performance & Development Reviews (feedback, career & succession planning)

PROFESSIONAL DEVELOPMENT

- Coaching
- Mentoring
- Learning & Development
- Career Advancement

REWARD & RECOGNITION

- Remuneration
- Benefits & Initiatives
- Reward & Recognition
- Career Pathways
- Key Talent

MEASURES: EXIT INTERVIEW, STAFF SURVEY, LEADERSHIP SCORECARD & OTHER ASSOCIATED STRATEGIES FOR IMPROVEMENT

WORKFORCE PLANNING, REFORM AND DEVELOPMENT