

Our performance management approach is driving the right behaviour.

 Poll locked. Responses not accepted.

Strongly disagree

Disagree

Neutral

Agree

Strongly Agree

0%

Total Results: 0



VIDEO 1 – 20 SECOND COUNTDOWN

VIDEO 2 – SA THRIVE VIDEO



What makes South Australia thrive?



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Guide to Polling Technology

Web Browser:

www.pollev.com/ipaasa

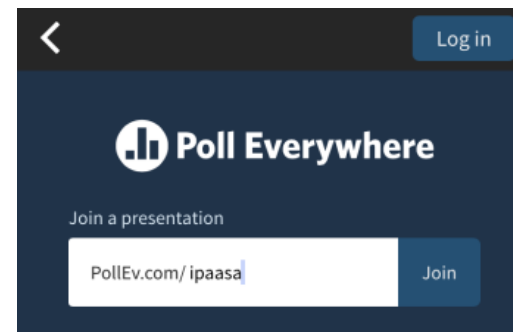
Text:

IPAASA to **0427 541 357** to join the session then text in your poll responses

App:

The **Poll Everywhere** app is downloadable from the app store on your mobile device

Once downloaded touch the “I’m Participating” icon
Join the session by entering **ipaasa**





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Talking Performance

The Public Sectors Role in Making SA Thrive





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Kurna Acknowledgment

We would like to acknowledge this land that we meet on today is the traditional land of the Kurna people and that we respect their spiritual relationship with their country. We also acknowledge the Kurna people as the custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.



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Talking Performance

MC

Erma Ranieri

Commissioner for Public Sector Employment

Guest

Hon. Jay Weatherill, MP, Premier

Premier of South Australia

Speakers

Dr Eva Balan-Vnuk

State Director, South Australia, Microsoft Pty Ltd

Kym Winter-Dewhirst

Chief Executive, Department of the Premier and Cabinet

Panel Members

Facilitator: Erma Ranieri

Dr Eva Balan-Vnuk

Vickie Kaminski

David Reynolds

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Master of Ceremonies – Erma Ranieri
Commissioner for Public Sector Employment



Talking Performance





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Hon. Jay Weatherill, MP, Premier
Premier of South Australia



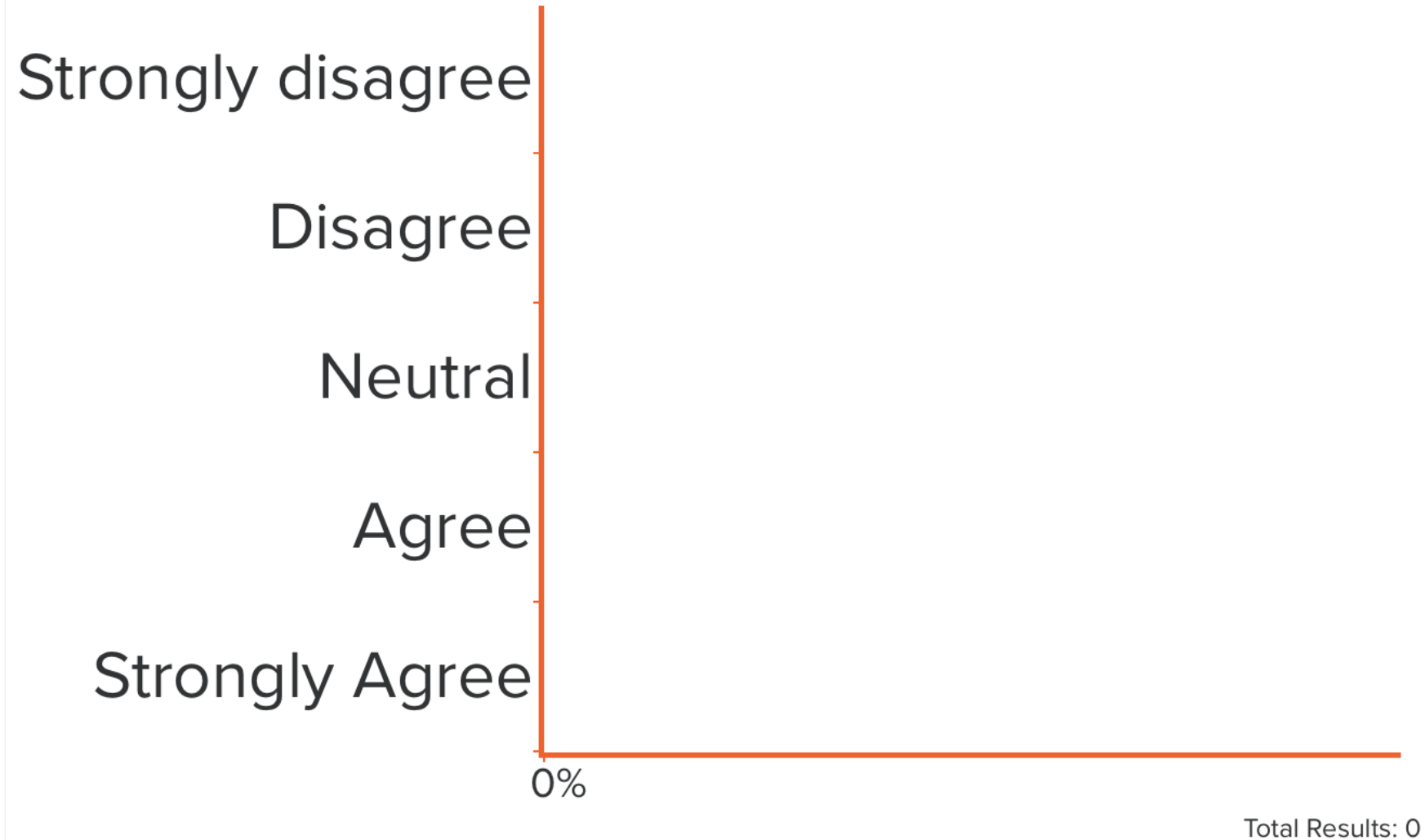
What is the one word you would use to describe excellent performance management and development?

 **Poll locked.** Responses not accepted.

 No responses received yet. They will appear here...

Performance development should focus on the strengths of a person, not their weaknesses?

 Poll locked. Responses not accepted.



Talking Performance



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Dr Eva Balan-Vnuk

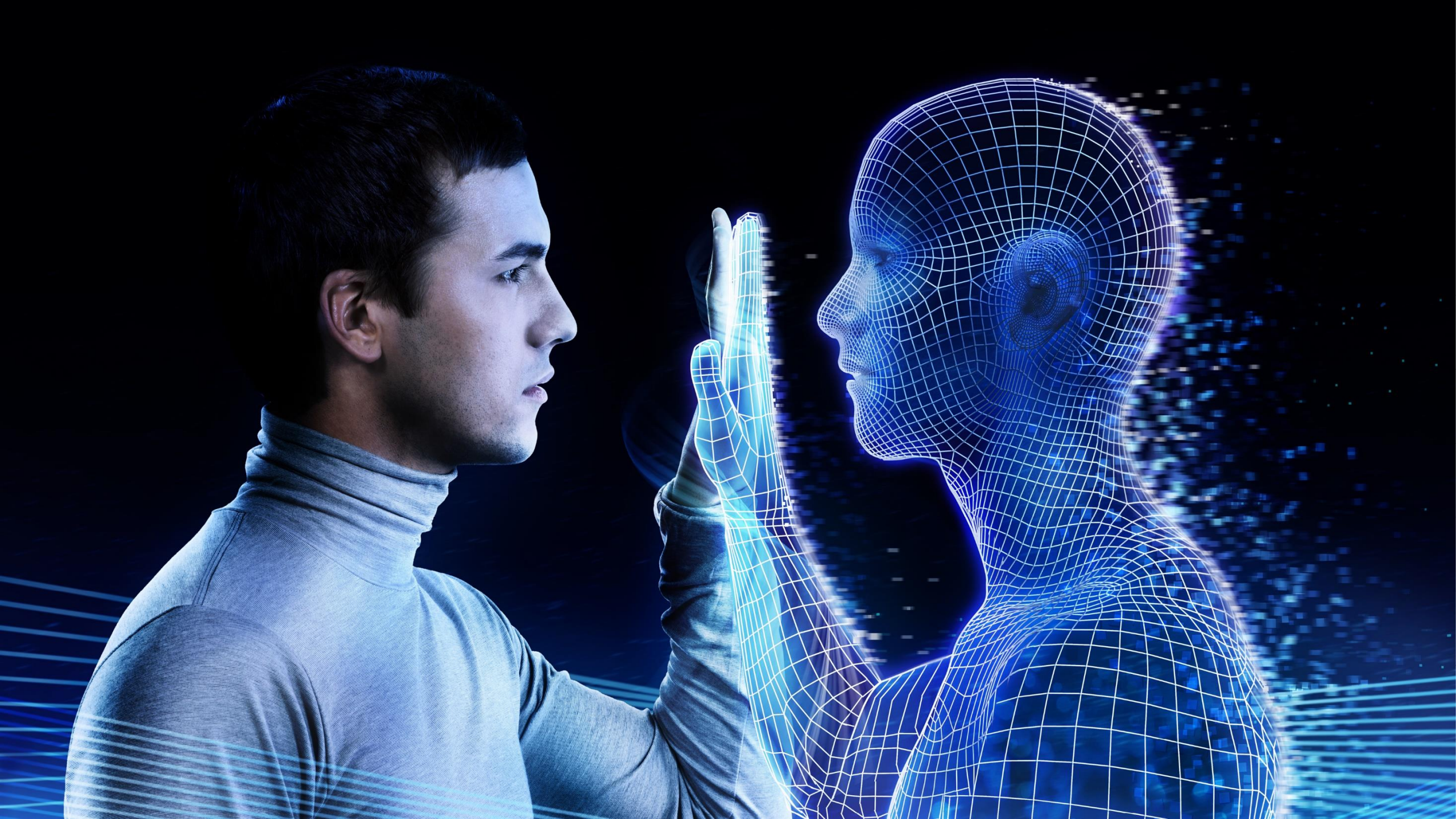
State Director, South Australia, Microsoft Pty Ltd

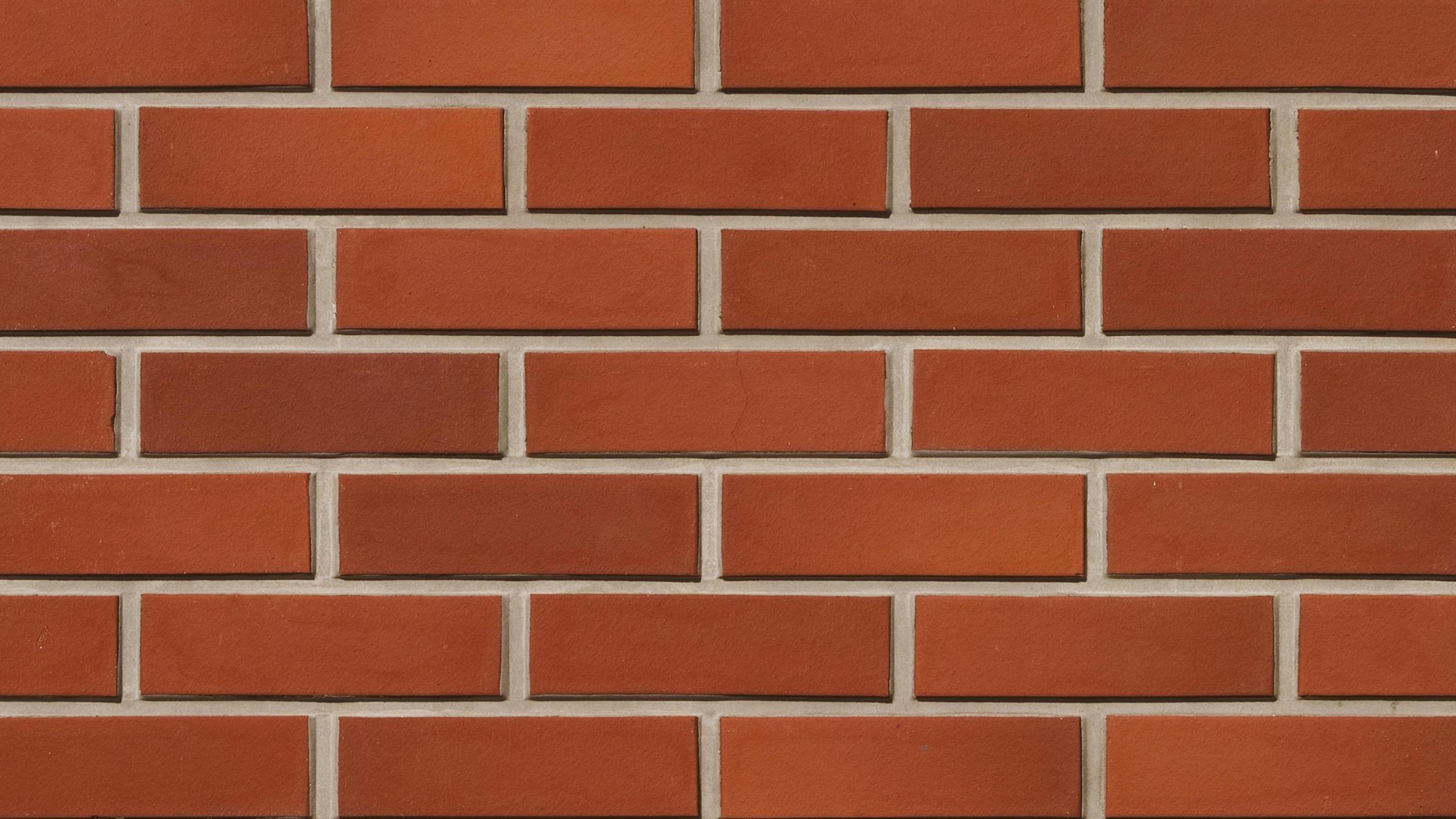


The background of the slide is an abstract collage of torn paper and paint. It features vibrant colors like pink, blue, orange, yellow, and black. There are several circular holes and irregular shapes, suggesting a layered or damaged surface. The overall texture is rough and artistic.

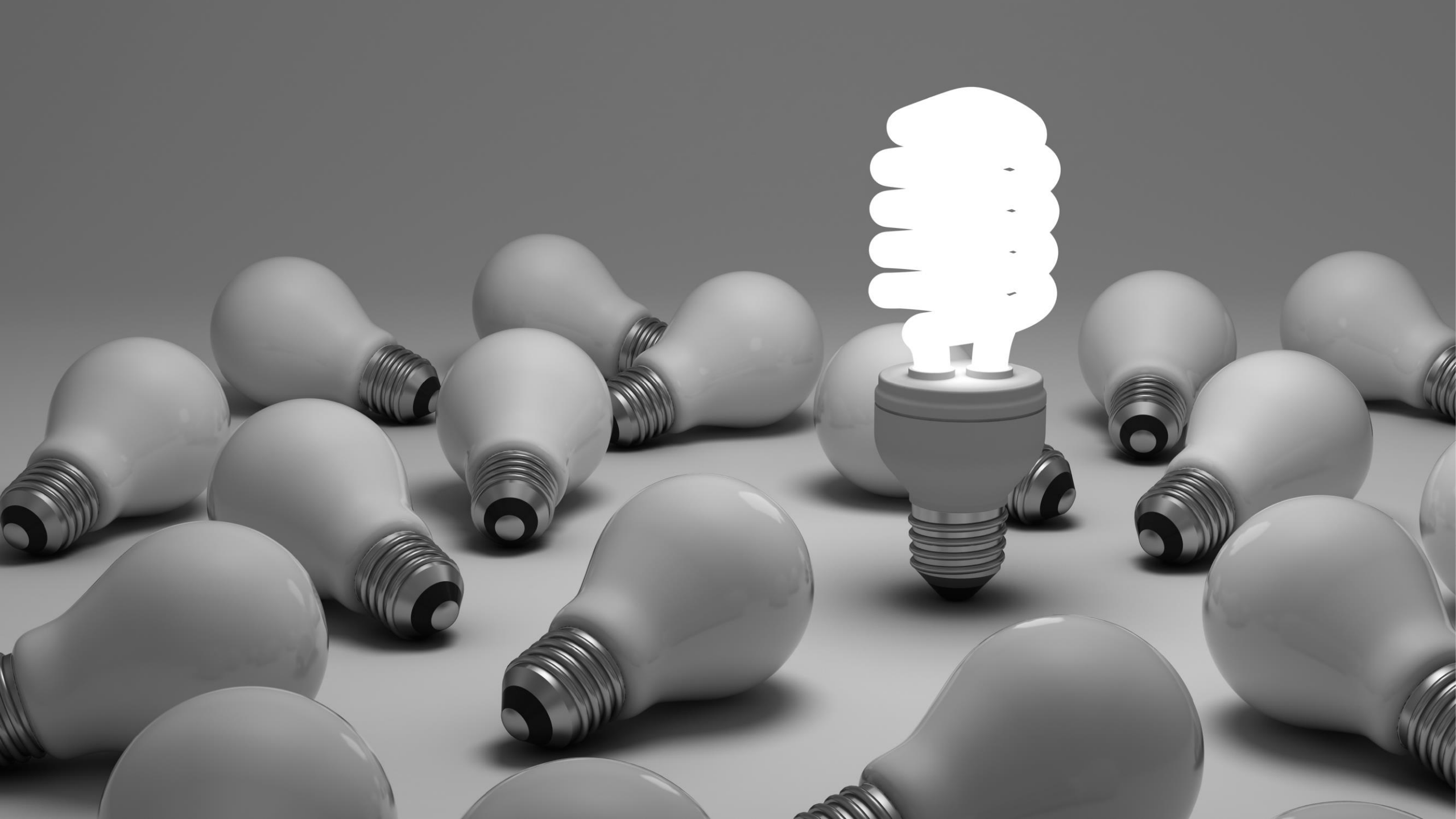
Talking Performance at Microsoft

Dr Eva Balan-Vnuk
State Director – South Australia
Microsoft Australia















Leadership principles and practices

Create clarity

Synthesize the complex

Ensure shared understanding

Define a course of action

Generate energy

Inspire optimism, creativity, and growth

Create an environment where everyone does their best work

Build organizations that are stronger tomorrow than today

Deliver success

Drive innovation that people love

Be boundary-less in seeking solutions

Tenaciously pursue the right outcomes


Performance Management Framework:


Focus on Impact





Good Practice Performance Management and development begins with.....

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Kym Winter-Dewhirst,
Chief Executive,
Department of the Premier and Cabinet



TALKING PERFORMANCE

KYM WINTER-DEWHIRST
CHIEF EXECUTIVE, DPC



Government of South Australia
Department of the Premier
and Cabinet



WE ACKNOWLEDGE

We acknowledge that this land we meet on is the traditional land of the Kurna people and we respect their spiritual and cultural relationship with their country.



SA PUBLIC SECTOR



100K+
EMPLOYEES



\$18B
OPERATING BUDGET

MODERN

AGILE

COLLABORATIVE

RESPONSIVE

SERVICE

VALUE



PUBLIC SECTOR VALUES



Service

We proudly serve the community and Government of South Australia



Professionalism

We strive for excellence



Trust

We have confidence in the ability of others



Respect

We value every individual



Collaboration & Engagement

We create solutions together



Honesty & Integrity

We act truthfully, consistently, and fairly



Courage & Tenacity

We never give up



Sustainability

We work to get the best results for current and future generations of South Australians

Our 15/16 Budget

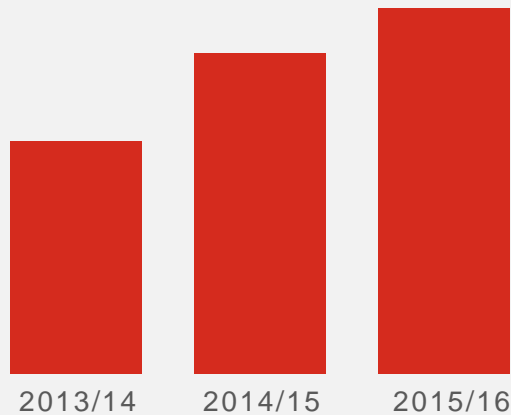
- **Met Savings Target**
- Returned an **additional \$5M** to Treasury
- **Funded new initiatives** within existing budget



DEPARTMENT OF THE PREMIER AND CABINET

Our People

Performance Management Participation

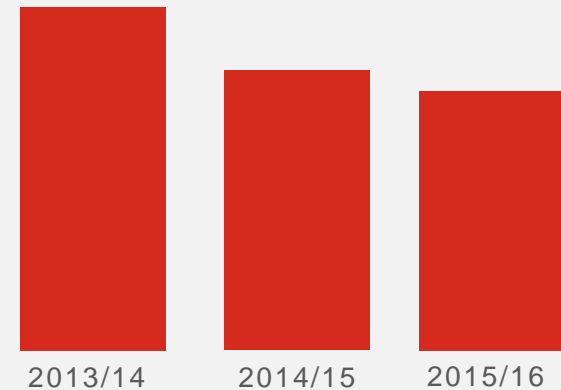


Workforce Learning Hours

12K
so far 16/17

18K
in 15/16

Workforce Attrition Rate



- Invest in people
- Shared objectives
- New ideas
- Risk taking
- Leadership
- Professional development

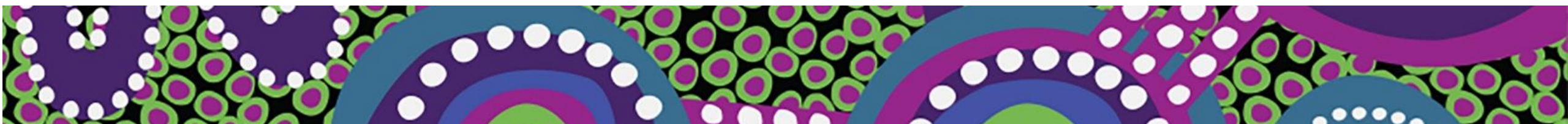
Aboriginal Employment

1.41%

TOTAL FTE
JUN 14

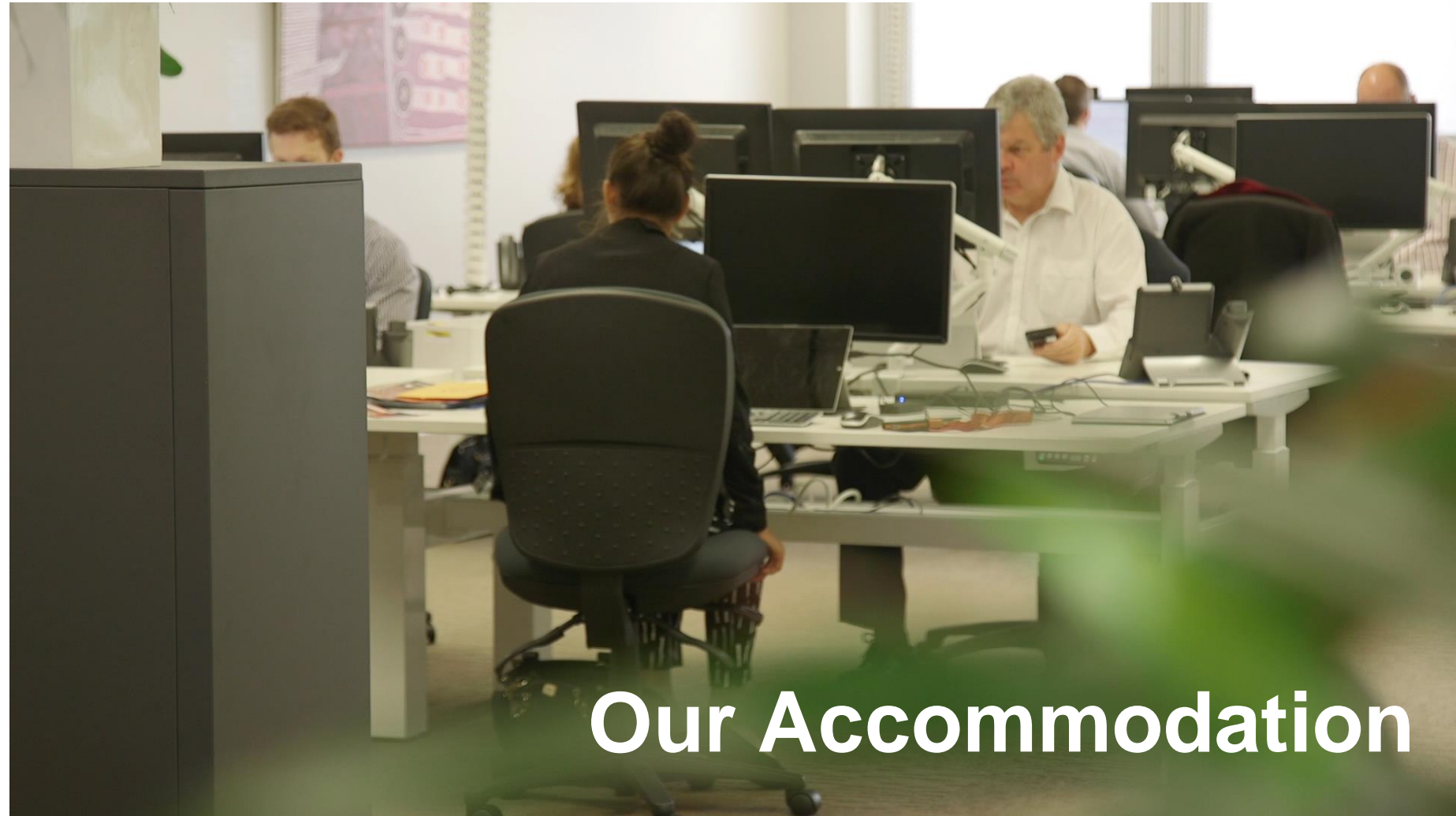
4.35%

TOTAL FTE
DEC 16



DEPARTMENT OF THE PREMIER AND CABINET

- **Open** work environment
- **Modern** fitout and fixtures
- **Mobile** technology
- Less floor space
- **Savings**

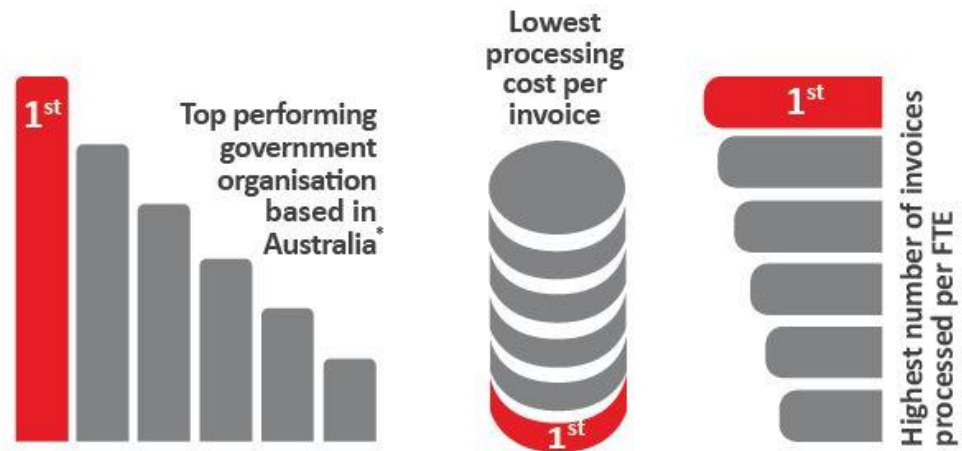


Our Accommodation

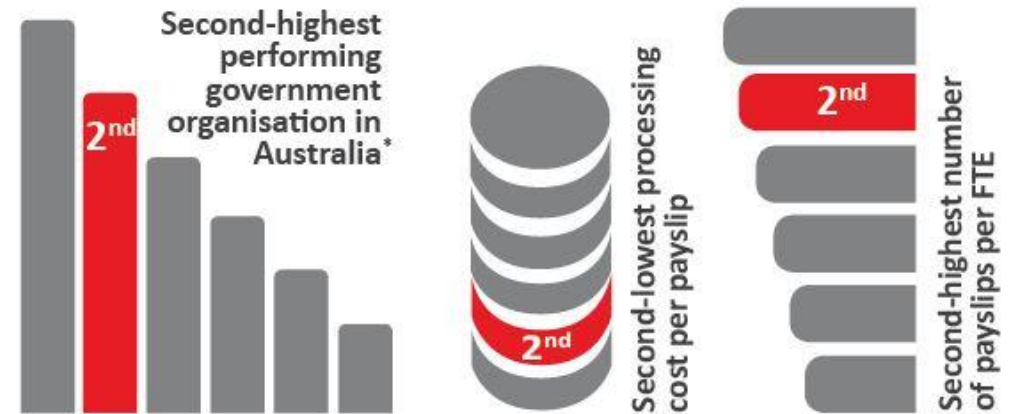
Benchmarking Performance

2016 Australasian Shared Services Association Benchmark Study

Invoice payment service



Payroll service




SA PUBLIC SECTOR

Direction for 2017

The one thing I would improve in how my agency manages performance is ?

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 No responses received yet. They will appear here...

Panel Discussion – *Talking Performance:*

How can we realise our potential?



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Administration Australia
South Australian Division Inc

Master of Ceremonies

Erma Ranieri, Commissioner for Public Sector Employment,
Office for the Public Sector


Panellists


Dr Eva Balan-Vnuk, State Director, South Australia, Microsoft

David Reynolds, Chief Executive/Under Treasurer, Department of Treasury and Finance

Vickie Kaminski, Interim Chief Executive, SA Health South Australia


How do you recognise your employees?

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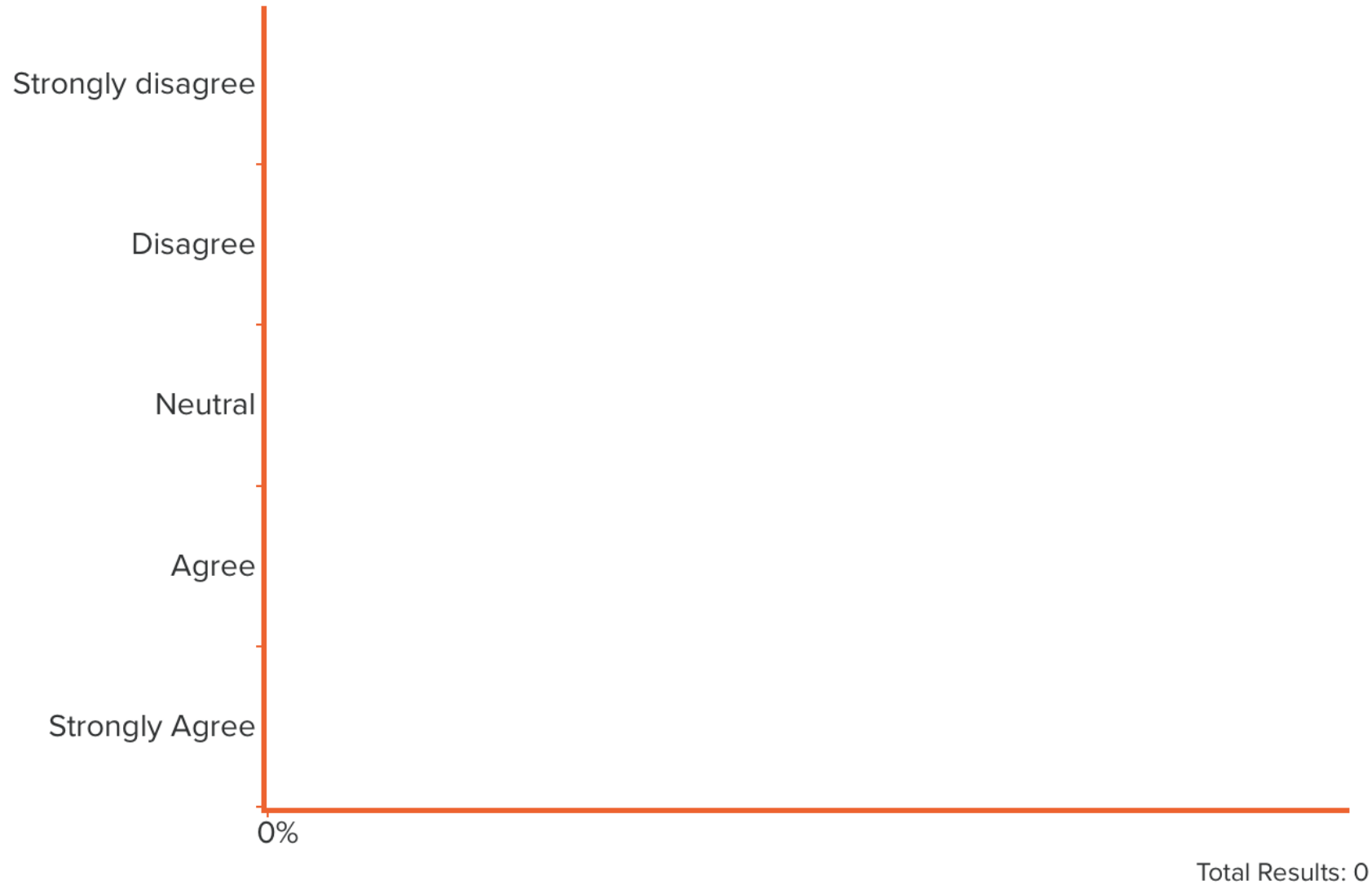
The thing that is working best in how my agency manages performance is

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 No responses received yet. They will appear here...

You cannot manage what you cannot measure

 **Poll locked.** Responses not accepted.





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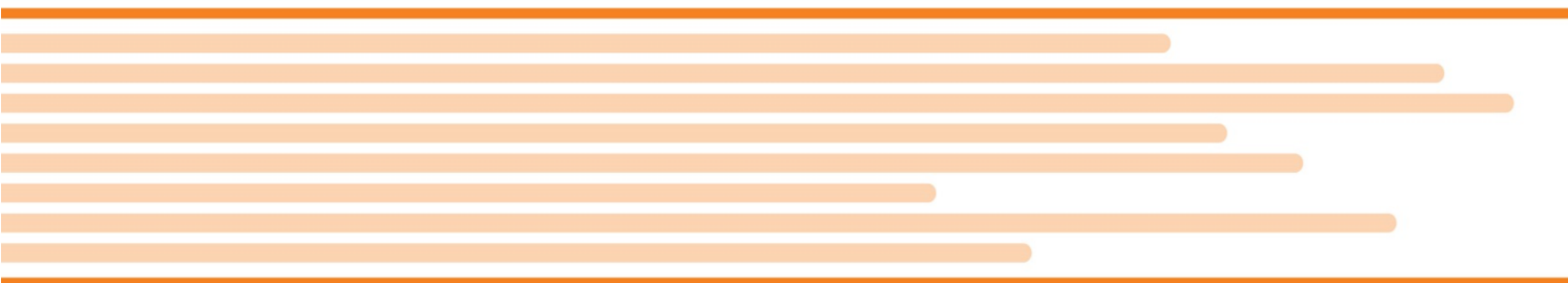
Audience Q&A



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VIDEO 3 – IPAA SA