

# Shifting the Dial

Enhancing employee experience in the SA public sector

## IMPACTFUL CHANGE

*Our engagement plan will support agencies to think and act local, increase management and leadership capability and work together to increase cross-agency collaboration.*



### Our people

#### VISION

*We are ready to serve the community with purpose, enabling people to build their public sector experiences. We prioritise investment in careers and grow our manager and leader capability.*

#### OUTCOMES

- Report progress on implementation of agency action plans
- Enhance and increase the reach of the South Australian Leadership Academy (SALA) to support manager capability
- Support the wellbeing of employees and manage psychosocial risks through development of resources and training across the sector



### Our work

#### VISION

*We are proud of the positive impact we make by upholding our values and integrity in our work. We support our people to make decisions in the best interests of the community.*

#### OUTCOMES

- Refresh the Change Management Toolkit to support agencies to make impactful change
- Facilitate cross agency collaboration opportunities
- Partner with agencies to promote learning on key focus areas for the sector
- Manage psychosocial risks, including through good work design



### Our culture

#### VISION

*We enhance employee experience and wellbeing by being engaged and proactive in shaping our culture. We model open and honest communication and being inclusive and respectful.*

#### OUTCOMES

- Monitor and continuously improve existing sector strategies to build an inclusive culture
- Produce spotlight reporting on key themes from the survey for evidence-based decision making
- Support public sector leaders to embed integrity principles in decision making through leadership programs, including managing psychosocial risks