Leadership Expectations messaging

The following messages are suggested for inclusion within communication to agency staff to socialise Leadership Expectations.

* Leadership Expectations is the practical foundation to Building Leadership Impact across the sector.
* Leadership Expectations has been designed specifically for the sector considering WA’s unique demands and circumstances.
* Leadership Expectations prepares the agency for the future enabling the agency to be contemporary in their leadership.
* Leadership Expectations is about the ‘how’ of leadership – how people show up and approach their work.
* Leadership Expectations clearly describes the behaviours expected of staff when undertaking their daily work.
* Leadership Expectations emphasises the responsibility of all staff to show personal leadership and demonstrate the expected behaviours.
* Leadership Expectations describes and supports how raising the level of leadership behaviours across the entire workforce enhances the leadership impact of the agency and the community it serves.
* Leadership Expectations sets out the expected behaviours, mindsets and behaviours in action that support positive leadership change in different contexts.
* Leadership Expectations strengthens the employee value proposition aiding both attraction and retention of talent for the agency.
* Leadership Expectations enables individual reflection and assessment, performance and development conversations, feedback, development and progression, recruitment and selection, and on-boarding.
* The expected behaviours also apply to those whose focus is on being knowledge leaders rather than people leaders, adding value through their specialist knowledge and expertise.
* Leadership Expectations provides a clear understanding of how we hold each other accountable as leaders in the public sector.
* Leadership Expectations comes with detailed guidance and supporting resources that can be used to support the implementation of Leadership Expectations at every touchpoint of the employee lifecycle.
* Leadership Expectations helps staff understand the behaviours and mindsets required to succeed in their roles and progress their careers.
* Leadership Expectations provides a basis for deepening the development of staff and better preparing them for the future challenges the agency will likely face as a result of a rapidly and ever-changing environment where tasks are becoming more complex and highly interdependent.
* Leadership Expectations enables more effective identification of staff development needs through clear understanding of the expectations at each leadership context.
* Leadership Expectations provides a clear understanding of leadership behaviours at each leadership context, providing a concrete measure to apply when identifying individuals for development opportunities.
* Leadership Expectations informs the design and development of learning, ensuring that these learning opportunities reflect and develop the leadership behaviours expected of all staff.
* Leadership Expectations supports the development of everyone in the public sector in each leadership context while also providing insight into the shifts required and the challenges to be met in transitioning to lead in new contexts.
* Leadership Expectations provides clarity on what is expected of us as leaders, making performance and development discussions between managers and staff easier to undertake.
* Leadership Expectations supports individual empowerment by encouraging and providing tools and templates for individual self assessment against the expected behaviours
* Leadership Expectations is a mechanism that supports effective, two-way conversations between an employee and their manager identifying achievements and areas for development in the workplace.
* Leadership Expectations offers ready reference to manage one’s development in supporting career aspirations through clear, consistent, and transparent expectations sector wide.
* Leadership Expectations provides a clear understanding of what is required to progress one’s career to higher levels within the agency and the sector by clearly outlining the expected behaviours required to be successful in the WA Public Sector of the future.