

Nominations

The nomination process applies to the following Leadership Academy programs:

- Executive programs for NSW Senior Executives (Band 1, 2 and 3)
- Aboriginal Career and Leadership Development Program (ACLDP) for Aboriginal and Torres Strait Island emerging leaders (Clerk Grade 7/8 - 11/12)

The Leadership Academy opens the nomination process in the second half of each calendar year, and portfolio leads manage the nomination process for all agencies across their portfolio.

Nominees are endorsed by the portfolio Secretary prior to being submitted to the NSW Leadership Academy team within the NSW Public Service Commission.

For information about the portfolio talent review process, as well as nomination process, please contact your agency Human Resources team.

Selection process

Selection criteria

Cohort	Criteria
Band 3	<p>High Performing</p> <ul style="list-style-type: none">• Motivated to be a change agent and seeks opportunities to impact / influence culture• Effective leadership style• Motivated to deliver for the people of NSW• Living the public sector values• Learns and adapts quickly

Band 2

High Potential and High Performing

- Potential to be promoted two levels above their current role within the next five years
- Demonstrates an effective leadership style
- Learns and adapts quickly
- Is engaged and committed
- Values driven
- Seeks to diversify their experience
- Motivated to deliver for the people of NSW

Band 1

High Potential and High Performing

- Potential to be promoted two levels above their current role within the next five years
- Demonstrates an effective leadership style
- Learns and adapts quickly
- Is engaged and committed
- Values driven
- Seeks to diversify their experience
- Motivated to deliver for the people of NSW

ACLDP 11/12

High Potential and High Performing

- Potential to be promoted one level above their current role within the next two years
- Demonstrates an effective leadership style
- Learns and adapts quickly
- Is engaged and committed
- Values driven
- Seeks to diversify their experience
- Motivated to deliver for the people of NSW

Needs to be in an 11/12 equivalent role and managing operational teams. One level below executive or some experience in short-term acting as Director.

ACLPD 7/8

High Potential and High Performing

- Potential to be promoted one level above their current role within the next two years
- Demonstrates an effective leadership style
- Learns and adapts quickly
- Is engaged and committed
- Values driven
- Seeks to diversify their experience
- Motivated to deliver for the people of NSW

Needs to be in a 7/8 equivalent or above role with or without direct reports

Definitions

High potential (as defined by the Secretaries Board): A high potential leader is someone who displays the potential to be promoted two levels above their current role within the next five years (one level above their current role within the next two years for ACLDP participants), considering the following criteria:

- demonstrates an effective leadership style
- learns and adapts quickly
- is engaged and committed,
- values driven
- seeks to diversify experience
- is motivated to deliver for the people of NSW.

High performing: Performance is an individual's demonstrated capability and level of achievement against current role responsibilities and objectives in agency talent review processes. High performance means overall contribution exceeds expectations for the role.