

CAPABILITY AND LEADERSHIP FRAMEWORK



Strategic Plan 2017 - 2021

The Corruption and Crime Commission Capability and Leadership Framework (the framework) is based on the Western Australian Public Sector Capability Framework and outlines the capabilities and associated expected behaviours that are required for each level within the Commission. The Framework incorporates the Commission's Values, key leadership behaviours and strategic objectives and aims to ensure there are consistent expectations of skills and behaviours at all levels. The framework is designed to ensure there is a consistent and integrated approach to recruitment, learning and development, leadership progression and succession management.

Performance Management System

Our Values

Integrity	Acting with care and diligence - making decisions that are honest, impartial, timely and based on relevant information.
Relationships with others	Treating people with courtesy, sensitivity and recognise their interests and rights.
Accountability	Using resources of the state in a responsible and accountable manner.
Leadership	Enabling and inspiring others to make a difference
Teamwork	Collaborating and welcoming the contribution of others.

Core Capabilities

Shapes and manages strategy	<ul style="list-style-type: none"> Thinks strategically and supports a shared direction. Demonstrates innovative thinking, harnessing opportunities. Uses judgement, analyses and evaluates.
Achieves results	<ul style="list-style-type: none"> Proactively manages work. Works with others to achieve agreed outcomes. Positively embraces change and displays resilience.
Builds productive relationships	<ul style="list-style-type: none"> Nurtures relationships and operates as a trusted team member. Understands the needs and interests of stakeholders. Values individual differences and diversity.
Exemplifies personal integrity and self awareness	<ul style="list-style-type: none"> Models professionalism and integrity. Provides accurate and fearless advice. Demonstrates self-awareness and personal development.
Communicates and influences effectively	<ul style="list-style-type: none"> Communicates clearly. Adapts communication for the target audience. Negotiates confidently.

Capability based Job Description Forms

Technical and operational specific skills sets

Learning and Development Framework

Structured learning framework for both generic and operational specific training

Learning and Development Methodology

70:20:10

EXPERIENCE

EXPOSURE

EDUCATION



Experiential learning

Work related collaboration, on the job performance support

Social learning

Coaching, mentoring, learning from others

Formal learning

Courses, workshops, high potential development

Leadership model

Leading self

Leadership focus is on working collaboratively with others and taking responsibility for managing own work.

Leading others

Leadership focus is on achieving team outcomes through developing and working with others.

Leading organisation

Leadership focus is on developing and driving the Commission's vision, values and strategy through inspiring and mobilising others.