

## About



# Leadership and Management Development Program

TransLink recognises that to be the leading authority on public transport requires us to have exceptional leaders. This is why TransLink is developing strong management and leadership capability at all levels of our organisation.

TransLink's Leadership and Management Development Program is based on an integrated development framework that reflects TransLink's context, business needs and culture. Our succession planning process enables us to identify those employees who are moving into leadership positions, existing managers, senior managers and employees who demonstrate potential as future managers and leaders.

In 2011, TransLink delivered pilots of two accelerated development programs, each comprising customised workshops and the completion of a team work-based project. Participants for both programs were employees who demonstrated the following attributes:

- steps up when required
- manages people
- develops high performing teams
- demonstrates excellent communication and relationship-building skills
- lives the TransLink Values
- encourages innovation and improvement
- has a commercial focus
- makes sound decisions
- adapts easily to changing requirements and demonstrates flexibility
- takes initiative and puts strategy into action.

The Strategic Leaders Program was offered to 11 senior managers and managers transitioning to leadership roles across our organisation. Work-based projects focused on maintaining organisational performance during times of change, establishing new business partnerships and managing business-critical talent within the organisation.

All participants reported that the program provided them with the skills and confidence to apply for or act in roles at a higher level.

Seaton Ellick from our Finance and Technology directorate said that the Strategic Leaders Program reinforced for him key leadership principles and provided practical tools that he could apply in his role.

**“The 360-degree feedback tool was particularly beneficial,”** Seaton said.

Twenty-three existing managers participated in the Management Excellence Program and completed projects related to safety management, business continuity, data management and business excellence.

Business Strategist Megan Doyle said that the Management Excellence Program was comprehensive and she enjoyed the challenges it presented.

**“I have come away from it with new skills and a better understanding of how I can lead people and teams to achieve success,”** Megan said.

TransLink also values the new ideas and cutting-edge technical skills that university graduates can bring to our organisation. In return, TransLink can offer graduates a structured program of learning and development activities and a solid career path with a reputable employer. In late 2011, TransLink invited applications for the first intake of program participants. The program consists of rotations with TransLink directorates and business partners, professional learning and development activities, and mentoring. TransLink selected five participants who commenced the Graduate Program in February 2012.

