Work & Career Planning
Maximise Your Potential

Kay Hempsall, Associate Director Talent & Leadership Development

COMPASS – the story so far
Performance Review – Waste of time or beneficial?

Is Cornerstone the problem?

Western Sydney University uses two modules in Cornerstone
  • Performance
  • Learning
Red Tape Task Review 2014

![Pie chart showing percentages of different issues]

- Competency issues: 3%
- Management issues: 8%
- Methodology issues: 34%
- Perception issues: 20%
- Software issues: 32%

Working towards a different approach – 2017-2018

**In-depth review of Cornerstone**
- What is possible?
- Is WSU making the best use of available functionality?
- Getting stakeholder input
- Working with Red Tape Taskforce

**Consultation with external public sector organisations**
- Discover better ways to use Cornerstone
- Learn from them regarding how to enhance work and career development conversations

**Collaboration with individual work areas**
- Getting clear on purpose and process needs
- Designing customised templates
- Trialling new functionality
- Rebadging and redesigning the process

**Alignment with our new people strategy**
- An improved rewards and recognition strategy
- Developmental pathways
- Capability frameworks based on core values
- Conscious building of a developmental, dynamic and innovative culture
This is an example of what the MyCareer Online landing page might look like ... providing easy access to what you need by clicking the relevant icon – ITDS is in the process of redesigning the WSU page.

**Cornerstone Updates**

- **Updates designed and implemented in response to customer feedback**
  WSU is represented in the local NSW Cornerstone user group – meets quarterly

- **August 2017 Release features:**
  Searching for courses – getting a face-lift & improved functionality
  Available later in 2017 following rigorous testing
The Future – Work and Career Development Conversations

**Purpose and Objectives**
- Meaningful conversations with your supervisor occur throughout the year
- Supporting development of skills and capabilities
- Helping you achieve your work and career development goals
- Relevant work and development objectives
- Increasing collaboration within teams

**MyCareer Online Aims**
- Increase relevance of MyCareer Online functionality
- Make it easier to use
- Documenting your career journey and achievements
- Recognising your achievements through timely feedback and rewards
- Building and raising your skills profile across WSU

Any questions?

Thank you!