

Work & Career Planning Maximise Your Potential

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Development

COMPASS – the story so far



Performance Review – Waste of time or beneficial?



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Is Cornerstone the problem?

Western Sydney University uses two modules in Cornerstone

- Performance
- Learning

Welcome Kay, to MyCareer Online

Getting Started

Welcome to **MyCareer Online** - your tool for enrolling in a course, managing your work objectives and development plans or a range of online content.

Use **Search** (top right) or click the "Browse Courses and Training Programs" button below. Alternatively, click on the calendar to view courses and programs available.



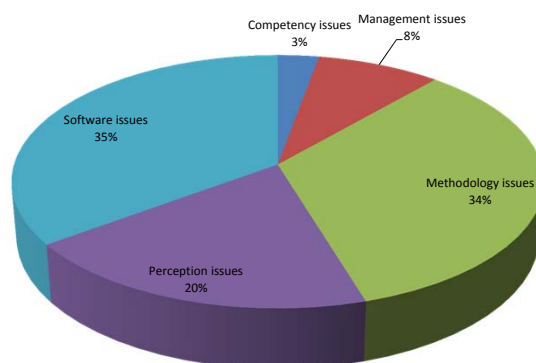
Supervisors, please check the items for Approval & Announcements (far right) that relate to training requests, tasks or approvals.



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Red Tape Task Review 2014



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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 in-put
- Working with Red Tape Taskforce

Collaboration with individual work areas

- Getting clear on purpose and process needs
- Designing customised templates
- Trialling new functionality
- Rebadging and redesigning the process

Consultation with external public sector organisations

- Discover better ways to use Cornerstone
- Learn from them regarding how to enhance work and career development conversations

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

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https://myconnect.csiw.com/135/catalog?Welcome.asp?tab_page_id=478&tab_id=1

Welcome | **Kay**

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 ☺

myCareer myPerformance myLearning myProfile Content Classroom Training Admin Integration suite Certification Assessments

myProfile Plans & reviews Objectives Development Browse training Connect Recognition Forms Contact us

Is your team up to date?
Click here to access your Dashboard Reports

% Annual Reviews Completed - June 13, 2017

% Mandatory Learning Modules Completed - June 13, 2017

Inbox

View Training record
(1 approved training selection(s))
(Registered for 34 training selection(s))

Actions - Click here to expand full list

Objectives:	Due date
test Objective1	08/11/2016
Select Session:	26/12/2016
Your 2016/17 myPerformance Annual Review	21/06/2017
Your 2016/17 myPerformance Annual Review	21/06/2017
Your 2016/17 myPerformance Annual Review Contractor	21/06/2017
Objectives: Catch all the pokémon!	30/06/2017
Launch: 1. myPerformance Introduction and myCareer Navigation	None
Launch: 2. myPerformance for Me (Employee - Planning Phase)	None
Launch: 3. myPerformance for My Team (Manager - Planning Phase)	None
Launch: Multi Assessment Program	None

Social Feed

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

WESTERN SYDNEY UNIVERSITY

ACME

Learning Search

Search for your next learning

400 results

Duration: Any duration Type: Any type Subject: Any subject Rating: 5 stars & up

400 results

Explore Out To Look Beyond

Modern Office Layouts for the New Age

Your Company & The Environment

How the Past Save the Future Helps You Now

TED Talk: Do schools kill creativity?

New Paradigms for Today's Money

Stop and Smell The Flowers: Work Smart...

Connecting Inside & Outside Worlds

Are you safe from Accounting Hacks?

Teams & Your: How Best to Work Re...

When To Follow and When To Lead

Society & Finance: Changing Times

Really Understanding Competitive Intelligence

Hacking & Your: Don't Get Caught

Inventory Logistics in the Agricultural Ind...

Keynote: 'Filling a Gap You Didn't Even Know...

Leadership & Reaching New Heights

Live Your Best Life Today, Not Tomorrow

Work Life Balance: Part Two

The City Skyline: Rise Up to The Challenge...

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

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Any questions?

Thank you!