Leveraging processes and standards (SFIA) to simplify (y)our work

3 main points:

- We are all unique, but not always in ways that matter – the standard almost certainly covers more than 80% of what you need
- 2. There are dozens of tools that can do some or all of this
- 3. Knowing you have a skills gap is a good thing don't punish people for being honest, help them to grow!

Standards

- Nationally / internationally validated best practice frameworks cover almost all professional disciplines (e.g. EPMO and P3).
- SFIA 9 offers standardized technical skills and (some) roles.
- DCF, PSF and LSP offer similar frameworks for other cohorts (data / information, policy and management).
- There are standardised roles in other frameworks (DDaT, APS).
- These cover Europe, the UK, Australia, Technology, Data, Policy, Leadership – what are you doing that is so different?
- National standards also support productivity, long-term workforce planning and job portability

If there is a relevant standard, it will save you a lot of time, and allow you to build on other's experience

Capture Skills

▼ SFIA

Levels of Responsibility

Levels of Responsibility		
Autonomy details Demonstrating increasing levels of autonomy - the level of ownership and accountability for results in the workplace	AUTY	1 2 3 4 5 6 7
Business Skills details Demonstrating increasing business skills and positive behaviours - operating effectively with the required impact in the workplace	BUSS	1 2 3 4 5 6 7
Complexity details Demonstrating the ability to perform work of increasing complexity - the scale and impact of the issues, opportunities, tasks and processes addressed in the workplace	COMP	1 2 3 4 5 6 7
Influence details Demonstrating increasing levels of influence - the level of positive impact with colleagues, clients, suppliers, partners, managers, leaders and the industry as a whole	INFL	1 2 3 4 5 6 7 P
Knowledge details Demonstrating increased responsibility for developing and applying knowledge to achieve individual and organisational objectives in the workplace	KNGE	1 2 3 4 5 6 7 0
Strategy and architecture		
Strategy and planning		
Information management details Planning, implementing and controlling the full life cycle management of digitally organised information and records.	IRMG	1 2 3 4 5 6 7 0
Research details Systematically creating new knowledge by data gathering, innovation, experimentation, evaluation and dissemination.	RSCH	1 2 3 4 5 6 7 0
Change and transformation		
Change implementation		
Project management details	PRMG	1 2 3 4 5 6 7 \circ

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Delivering agreed outcomes from projects using appropriate management techniques, collaboration, leadership and governance.

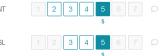
Development and implementation

Data and analytics

Business intelligence details Developing, producing and delivering regular and one-off management information to

provide insights and aid decision-making. Data visualisation details

Facilitating understanding of data by displaying concepts, ideas, and facts using graphical representations.

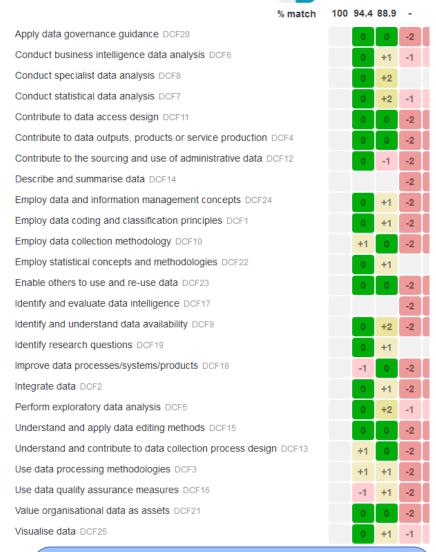


Relationships and engagement

Stakeholde Influencing

Self-assessment (with moderation) for the role or framework





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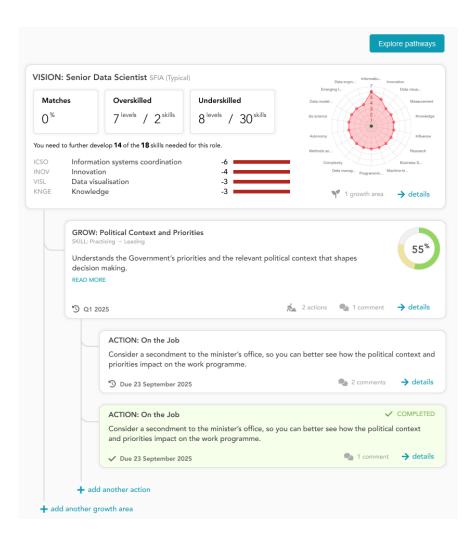
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Check alignment between reported skills and current role requirements to identify growth opportunities

Identify
Individual
and Team
Development
Opportunities

Dev	velopment and	implement	ation SFIA											
	Data engineerii	ng DENG						3		+3	-	1		
	Data managem	ent DATM						4		+2				
	Data modelling	and design	DTAN					4		+1	1	1		
	Database desig	gn DBDS						4		+1				
	Programming/s	oftware deve	lopment P	ROG				4		+2				
	Software design	n SWDN						3		+2				
	Systems integra	ation and bui	ld SINT					3		+3	_			
	Testing TEST													
								3		0				
Lev	vels of Respon	_												
	Autonomy AUT	Y						3		+3	+	1	+2	+1
	Business Skills	BUSS						3		+3		0	+1	0
	Complexity COI	MP						3		+4		0	0	0
	Influence INFL							3		+3		0	-2	0
	Knowledge KNO	GE						3		+3	+	1	+2	+1
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Map and Manage Pathways



Record growth opportunities against target roles or skills. Manage and track them as part of the PDP process

Looking forward to hearing about your journey with SFIA 9

Thank you for your time and attention.

elias.wyber@mfe.govt.nz

elias@talentjam.io