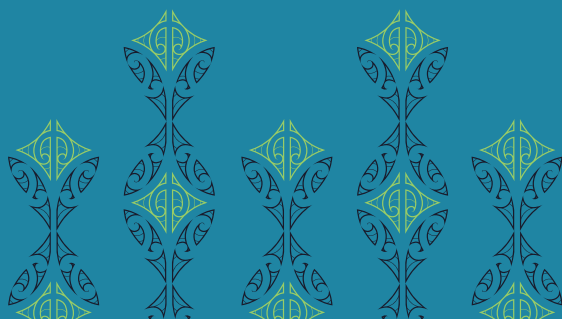




Capability Reviews

Benefits and Process

The Public Service Commission's Capability Review Programme supports Public Service agency and system leaders to build the capability their organisations need to succeed. The Programme includes **Agency Capability Reviews (ACR)**, and **System Capability Reviews (SCR)** – both are forward looking exercises aimed at preparing the Public Service for the future.



Capability Review benefits

Support senior leaders to **lift the capability** of their agencies by providing an independent perspective on future needs and insights into key challenges

Embed a **culture of continuous improvement** across the Public Service

Ensure agencies are well-placed to **deliver government priorities and outcomes for New Zealanders**

Provide useful insights to **support wider shifts across the Public Service** to lift its performance.

Key steps of a Capability Review

Before an ACR or SCR, the Public Service Commission will work with the Chief Executive to select two Lead Reviewers to lead the review. Lead Reviewers are drawn from a panel of people with deep organisational management experience. Once details such as timing and cost is settled, a Capability Review proceeds through the following stages:

- 1** Agency/system uses appropriate capability model to conduct a Self-Review
- 2** What Matters Meetings between Lead Reviewers and Senior Leaders, Ministers, and Central Agencies
- 3** Lead Reviewers interview key internal and external stakeholders to inform a view of capability challenges and opportunities
- 4** Lead Reviewers share findings with senior leadership. The findings are also published in a report.

Capability Reviews are run on a cost recovered basis. The agency/system is responsible for providing coordination and logistic support. It will also need to undertake a self-review and provide a response to the draft report.