MAP

Project Demand

Supply Availability

Functions and Skills

Opportunities for Skills Development: Organisations at crossroads

Risks and Rewards

Change Process

Insights

"Cost of doing nothing is far greater than costs of doing something that is not 100% right"

"Be more flexible – gradually"

CREATIVE PEOPLE at Synergy

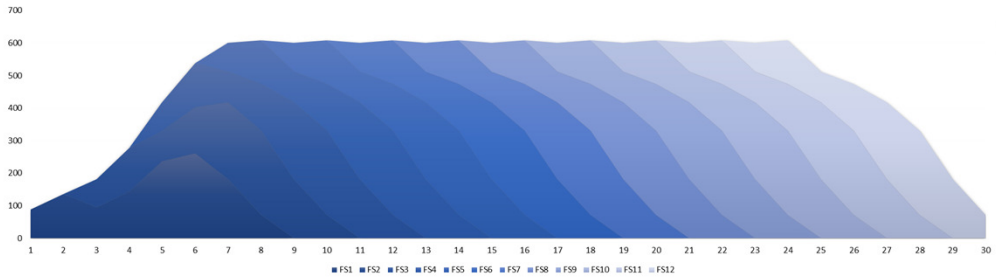
STRATEGY
(WHY)

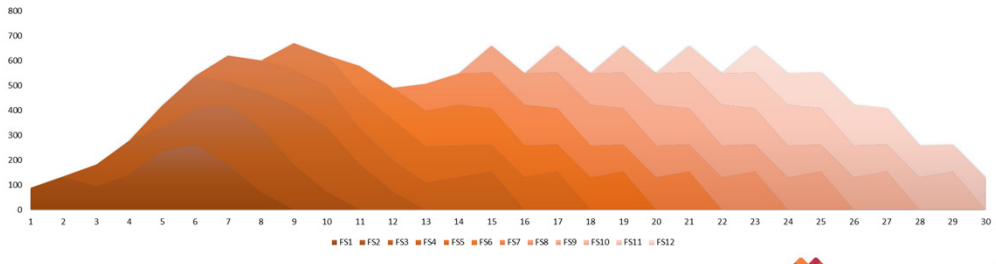
DEMAND
(WHAT)

SUPPLY
(WHO)

TACTICS
(HOW)

CREATIVE PEOPLE at Synergy





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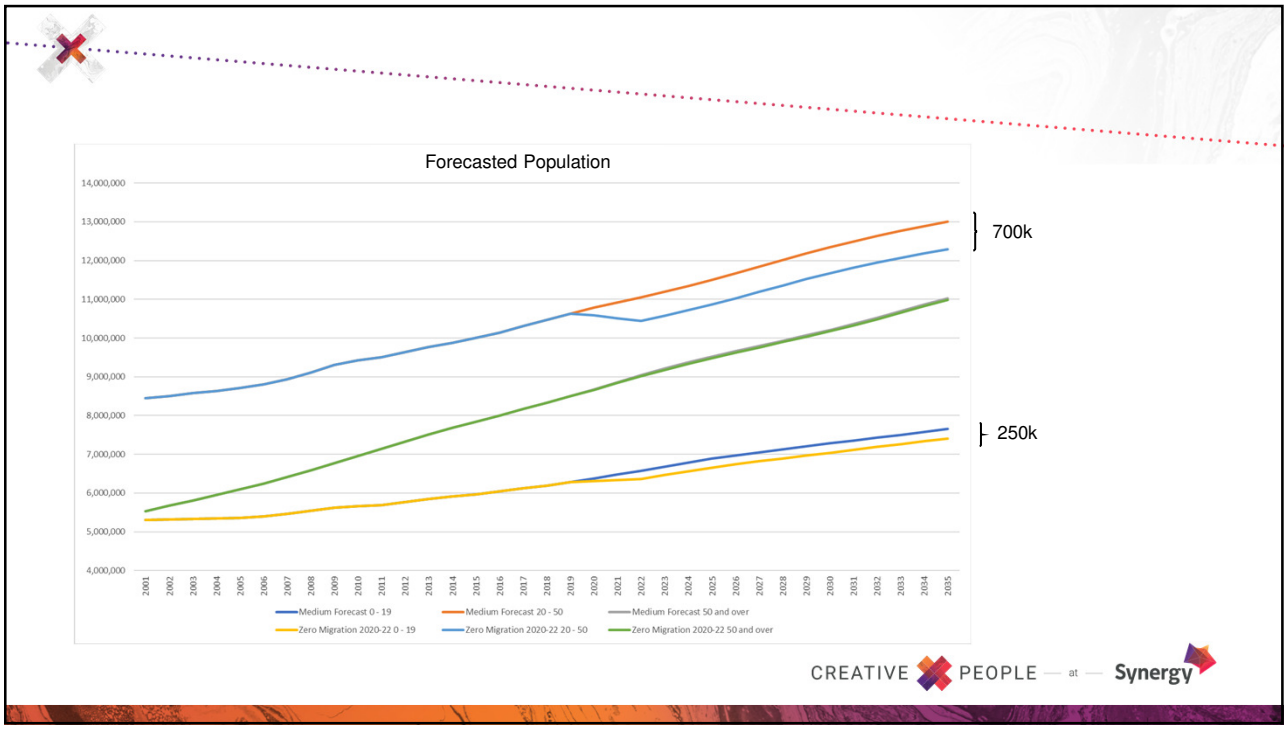
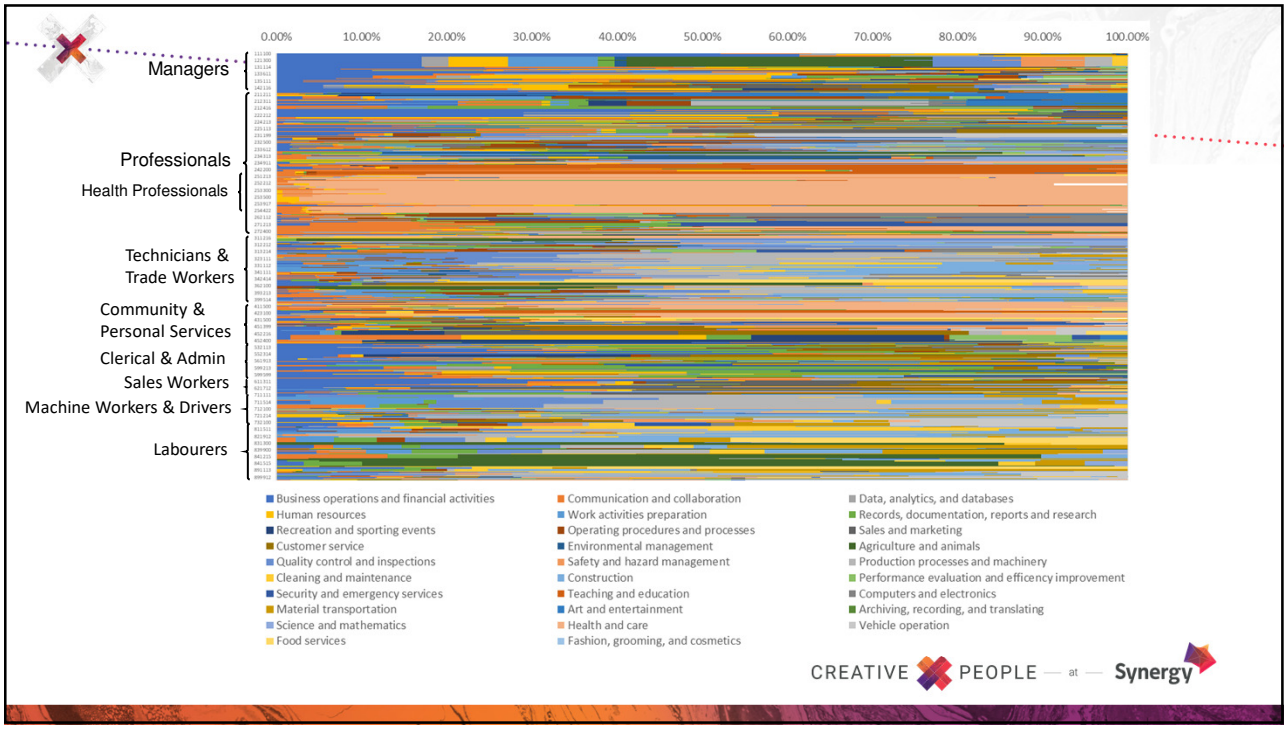
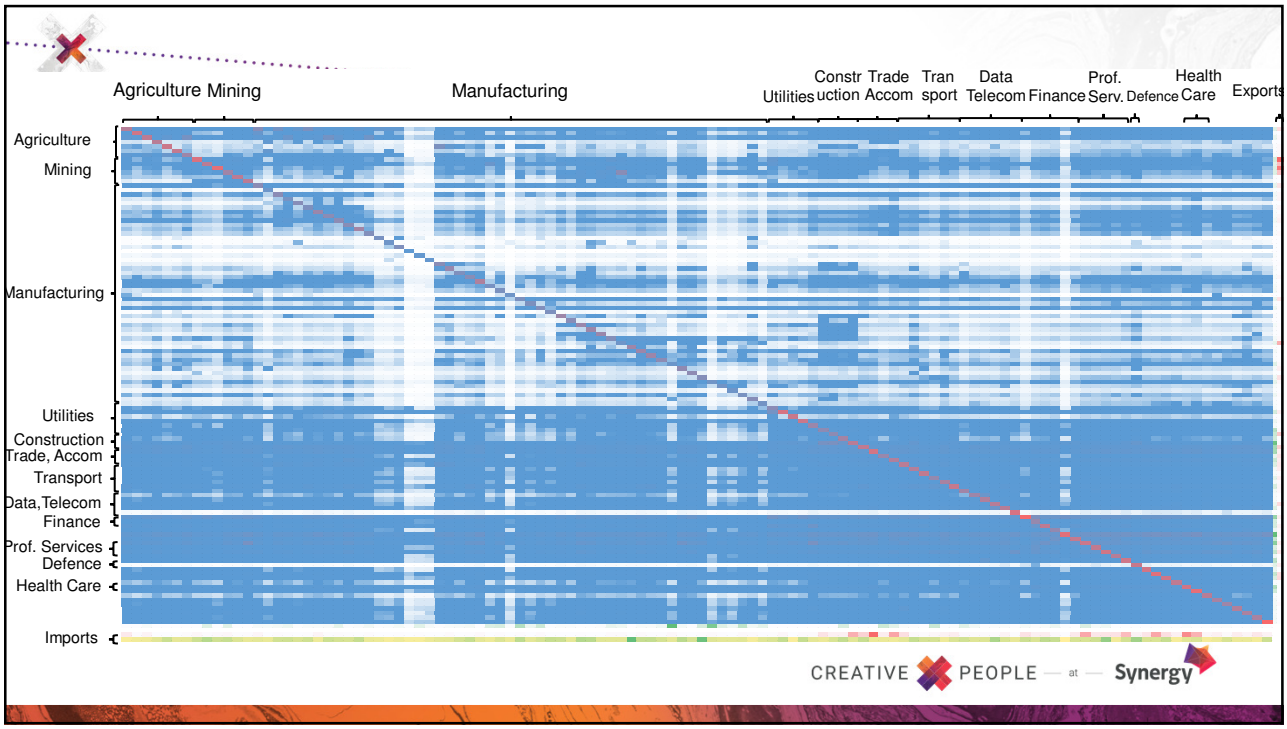
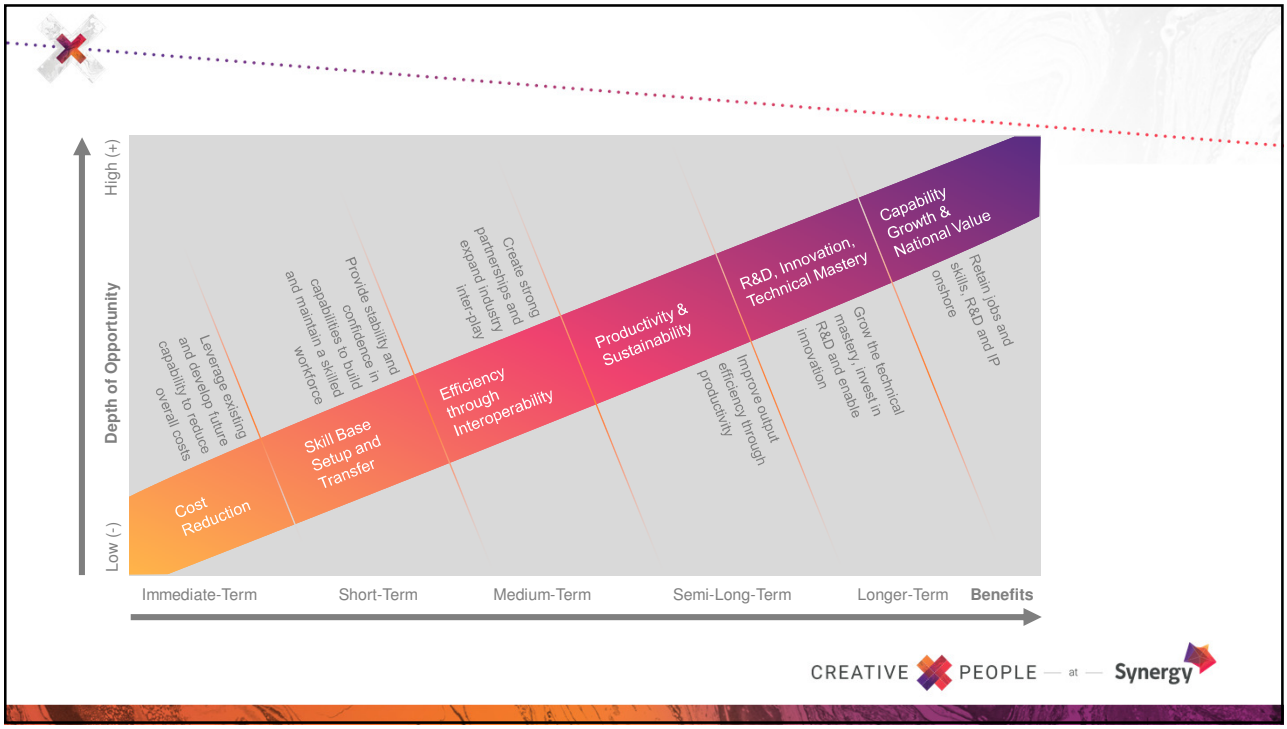
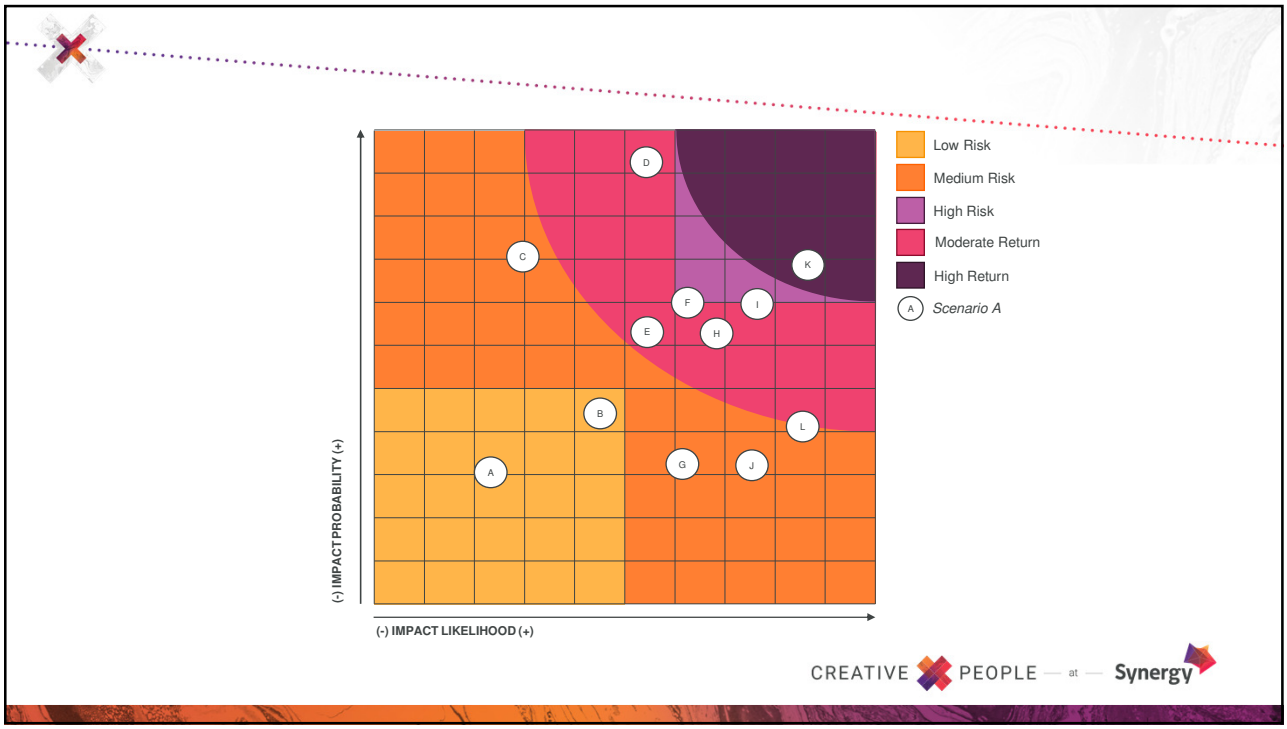
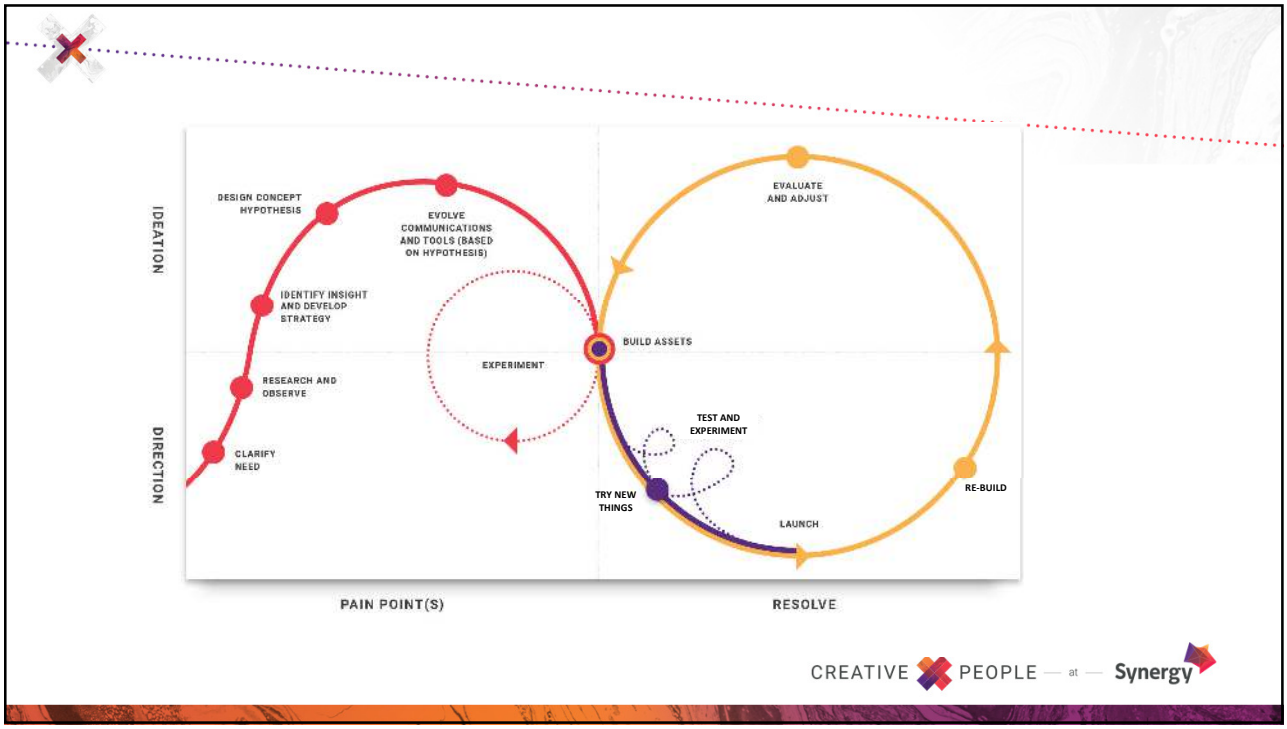

Forecasted Population
14,000,000
13,000,000
12,000,000
11,000,000
10,000,000
9,000,000
8,000,000
7,000,000
6,000,000
5,000,000
4,000,000
2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035
Medium Forecast 0 - 19
Medium Forecast 20 - 50
Medium Forecast 50 and over
Zero Migration 2020-22 0 - 19
Zero Migration 2020-22 20 - 50
Zero Migration 2020-22 50 and over
700k
250k
CREATIVE PEOPLE at Synergy

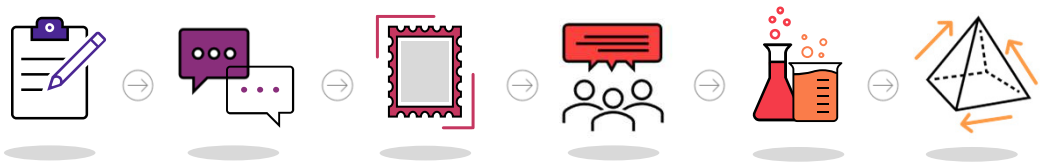

0.00% 10.00% 20.00% 30.00% 40.00% 50.00% 60.00% 70.00% 80.00% 90.00% 100.00%
Managers
Professionals
Health Professionals
Technicians & Trade Workers
Community & Personal Services
Clerical & Admin
Sales Workers
Machine Workers & Drivers
Labourers
Business operations and financial activities
Communication and collaboration
Data, analytics, and databases
Human resources
Work activities preparation
Records, documentation, reports and research
Recreation and sporting events
Operating procedures and processes
Sales and marketing
Customer service
Environmental management
Agriculture and animals
Quality control and inspections
Safety and hazard management
Production processes and machinery
Cleaning and maintenance
Construction
Performance evaluation and efficency improvement
Security and emergency services
Teaching and education
Computers and electronics
Material transportation
Art and entertainment
Archiving, recording, and translating
Science and mathematics
Health and care
Vehicle operation
Food services
Fashion, grooming, and cosmetics
CREATIVE PEOPLE at Synergy


Agriculture Mining
Manufacturing
Utilities
Constr uction
Trade Accom
Tran sport
Data Telecom
Finance
Prof. Serv.
Defence
Health Care
Exports
Agriculture
Mining
Manufacturing
Utilities
Construction
Trade, Accom
Transport
Data,Telecom
Finance
Prof. Services
Defence
Health Care
Imports
CREATIVE PEOPLE at Synergy


High (+)
Depth of Opportunity
Low (-)
Leverage existing and develop future capability to reduce overall costs
Provide stability and confidence in capabilities to build and maintain a skilled workforce
Create strong partnerships and expand industry inter-play
Improve output efficiency through productivity
Grow the technical mastery, invest in R&D and enable innovation
Retain jobs and skills, R&D and IP onshore
Cost Reduction
Skill Base Setup and Transfer
Efficiency through Interoperability
Productivity & Sustainability
R&D, Innovation, Technical Mastery
Capability Growth & National Value
Immediate-Term
Short-Term
Medium-Term
Semi-Long-Term
Longer-Term
Benefits
CREATIVE PEOPLE at Synergy


Low Risk
Medium Risk
High Risk
Moderate Return
High Return
A Scenario A
(-) IMPACT PROBABILITY (+)
(-) IMPACT LIKELIHOOD (+)
A
B
C
D
E
F
G
H
I
J
K
L
CREATIVE PEOPLE at Synergy


IDEATION
DIRECTION
DESIGN CONCEPT HYPOTHESIS
EVOLVE COMMUNICATIONS AND TOOLS (BASED ON HYPOTHESIS)
IDENTIFY INSIGHT AND DEVELOP STRATEGY
RESEARCH AND OBSERVE
CLARIFY NEED
EXPERIMENT
BUILD ASSETS
EVALUATE AND ADJUST
TEST AND EXPERIMENT
TRY NEW THINGS
LAUNCH
RE-BUILD
PAIN POINT(S)
RESOLVE
CREATIVE PEOPLE at Synergy



1. RE-DEFINE

Identify key success factors and focus areas

2. EMPATHISE

Engage with stakeholders, build empathy for their experience

3. FRAME

Re-frame the core challenges based on stakeholder insights

4. IDEATE

Design a number of potential solutions to progress to prototyping

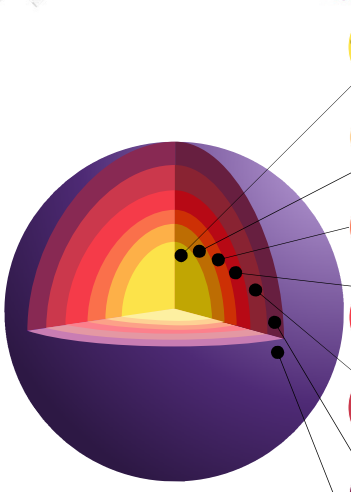
5. TEST

Test and evaluate a number of potential solutions and select the best one

6. SCALE

Plan to scale solutions through development, piloting and phased approach while measuring KPIs

CREATIVE PEOPLE at Synergy



Organisational Design

Workplace Behaviour

Leadership Behaviour

Strategic Workforce Plan

Functional Work Design

Learning & Development

Capacity & Capability

Capacity *"Are we doing things in the most efficient way?"*	Capability *"What skills do we have and need?"*	Culture *"The way we work together?"*
Organisational Design	Organisational Design	
	Workplace Behaviour	Workplace Behaviour
		Workforce Leadership Behaviour
Strategic Workforce Plan	Strategic Workforce Plan	
Functional Workforce Design	Functional Workforce Design	
	Learning & Development	Learning & Development
Workforce Capacity & Capability	Workforce Capacity & Capability	

CREATIVE PEOPLE at Synergy

CONVINCE ME

There are benefits to considering the entire picture not just a parts of it

Most complex issues are non-linear and nested the process to try and correct must address these complications (simulate possible futures)

ENGAGE ME

Consider strategic matters but be prepared to change them in tactical ways

Make time to change - focusing to too many current issues leads to incapacity to move forward

SHOW ME

Effective change needs the right amount of everything (work together for once)

Constant change drives constant reorganisation

POSSIBLE SOLUTIONS

Evolve and adapt at much faster rate to respond to new challenges

SOLUTION LEAP

Managing Scarcity – People and Budgets

Base decisions on benefits rather than costs

Match functions to people not people to functions

LOCKED INTO PRESENT

Skills and capabilities

Do the work not admin

CREATIVE PEOPLE at Synergy

WE EXIST **TO SOLVE FOR**

X EQUALS EXPERIENCE

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1