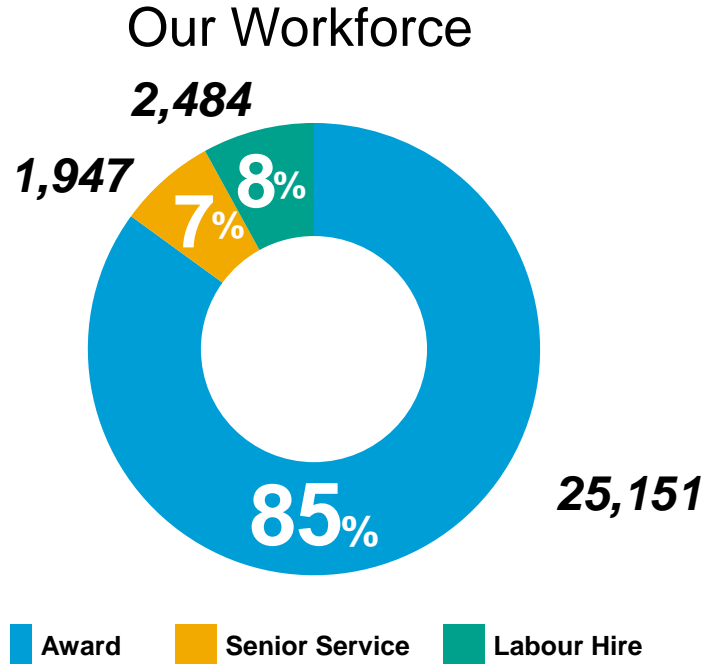




# **The leadership challenge – it starts with us**

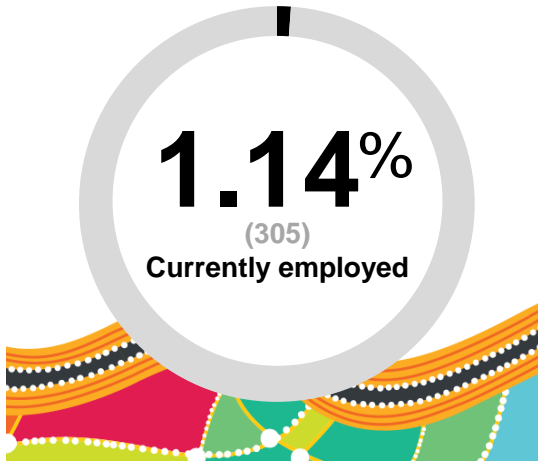
**Elizabeth Mildwater**  
Deputy Secretary  
People and Corporate Services

# >> Our people across Transport



# >> Our people across Transport

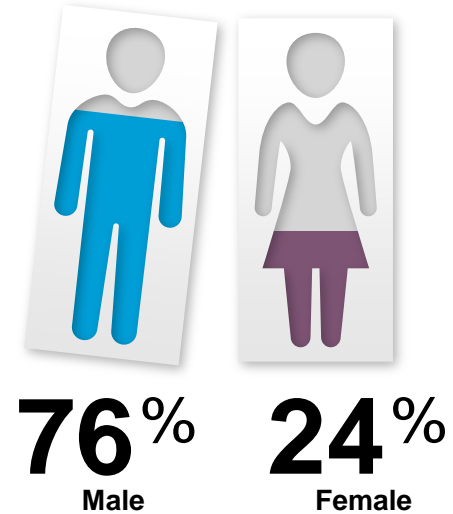
## Aboriginal Employees



## Women in Leadership

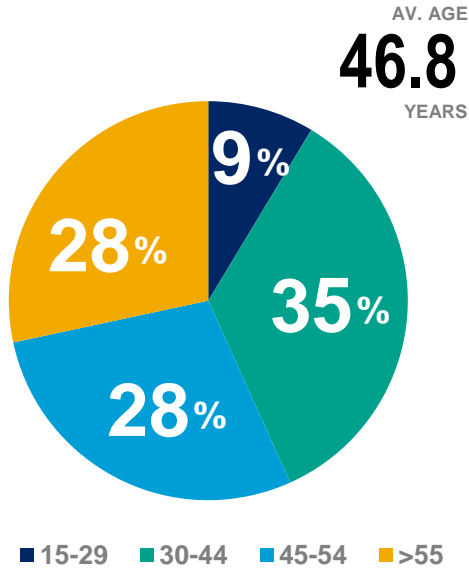


## Gender

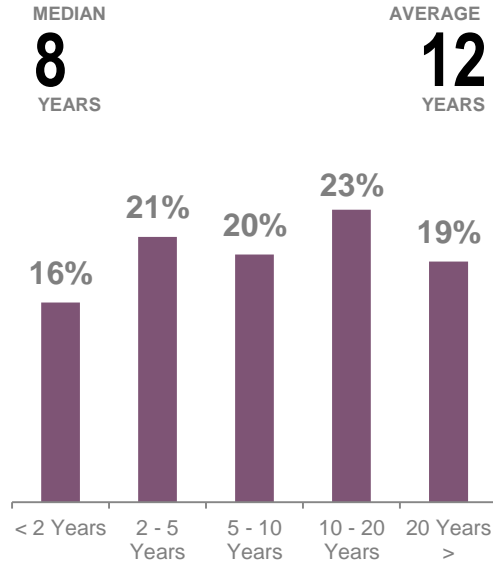


# >> Our people across Transport

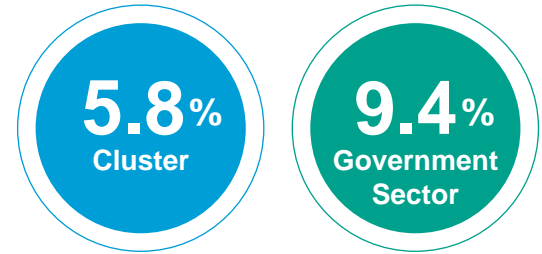
## Age



## Tenure

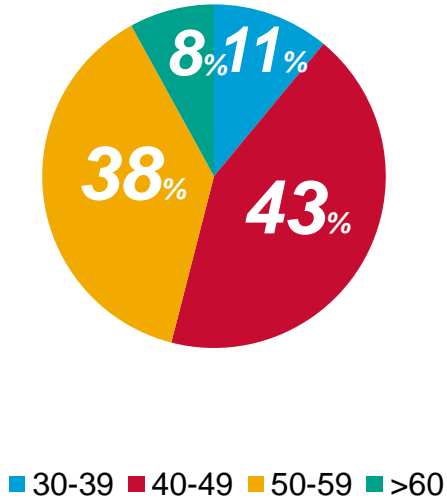


## Turnover

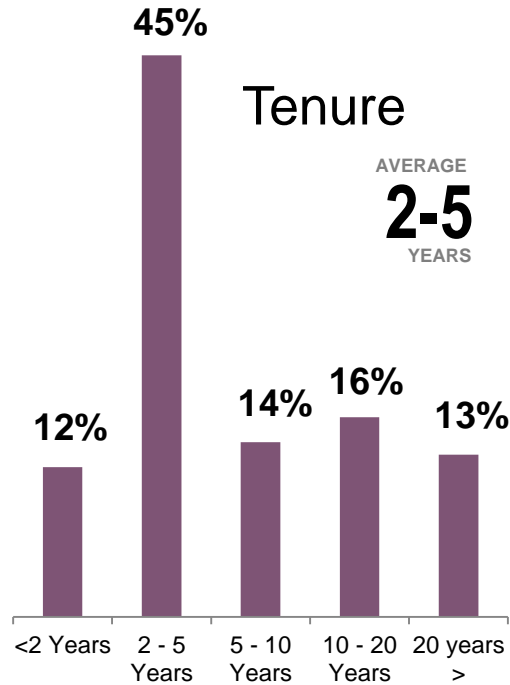


# »» Our leadership team

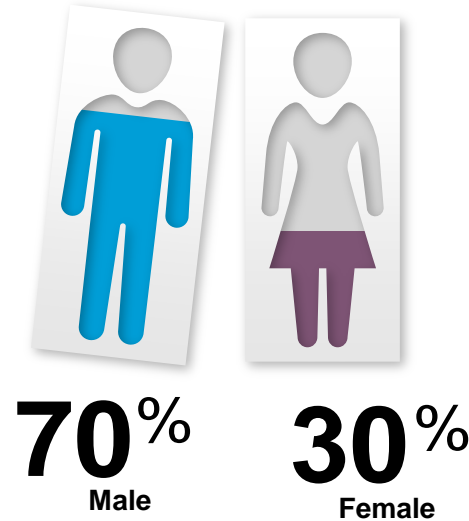
## Age



## Tenure



## Gender



Only government

**18%**

Private sector

**79%**

# »» Our leadership team – your thoughts



Leading an integrated Transport cluster



# >> Our leadership team – data and insights

*“I feel that senior managers listen to employees”*

**38%**

of respondents agreed

*“Senior managers encourage innovation”*

**47%**

of respondents agreed

*“I feel that senior managers effectively lead and manage change”*

**42%**

of respondents agreed

2016 People Matters Employee Survey results

# ➤➤ Middle manager data and insights

**Middle Managers  
are the key to  
driving and  
improving  
engagement**







**Ask us more questions** - we know more than you think

Act as a **leadership team** for the cluster

**Set the direction** and allow me to get on with it

Be **open** and **honest** rather than **avoiding difficult messages**

Take **culture building seriously** and **hold people to account**

**Address** the poor performers

Recognise my **breadth of skills**

Tell it **how** it is

Keep pushing for **more women** in leadership roles

**Get us involved** in planning for change

Be more **approachable**

# >> Confidence in feedback being actioned

Around **50%**  
of middle managers are  
not confident of feedback  
being actioned



**63%**  
of our people don't think  
we will do something with  
their feedback

# ➤➤ We are not alone – it's normal



*We have a great opportunity ahead of us – let's get started!*

