

 Purpose and direction	 Accountability and delivery	 Capability and growth	 Culture and engagement
<ul style="list-style-type: none"> Clearly defines the element’s key contribution to the organisation’s strategy over the long term, and develops detailed business plans which show what needs to be delivered and when Involves element leaders in development of the element’s strategy, priority setting, and progress reporting processes 	<ul style="list-style-type: none"> Ensures all leaders within the element are clear about what they are accountable for delivering Monitors progress against element business plan and ensures effective responses to emerging risks and opportunities Builds alliances beyond sphere of control to deliver results, inside and outside the organisation Recognises element successes Reads early signs of underperformance and promptly and effectively intervenes 	<ul style="list-style-type: none"> Establishes and maintains the element’s reputation for the excellence of its people, and for its ability to support development of professional careers Identifies element capability requirements associated with strategic direction, implements development plan Implements talent identification, development and acquisition processes, especially for key roles in element Drives talent and succession management 	<ul style="list-style-type: none"> Actively and regularly assesses the culture of the element, employing a variety of formal and informal approaches Communicates the desired element culture broadly within, and how it aligns with the overall organisation culture Drives development of an open, high performance, high engagement, high trust culture, which values diversity and respect for difference Creates a culture of appropriate risk taking