

CASE STUDIES

Ability Map.

Using Ability Map to evaluate existing and potential talent for a large Government department.

troocoo
people advisory

The Organisation.

The Department of Transport and Planning Victoria is a government department responsible for the planning, coordination, and operation of transport within Victoria.

Troocoo People Advisory (TPA) were engaged by the Director of Operations to support their recruitment with a solution that could better identify potentially high-performing candidates for their unique environment.



The Challenge.

VicRoads and Public Transport Victoria came together and became The Department of Transport (DoT) to create an integrated transport department.

In amalgamating two departments, this created a need to look at how they identified high performance candidates in a newly created environment and ensure ongoing continuity within their recruitment of team members.



The Solution.

TPA offered a tailored managed solution using Ability Map. By employing Ability Map for each role, Hiring Managers were better able to assess what competencies they **WANTED** in their team and compare this with what they **HAVE** in their high performers. This gave the Hiring Managers unique insight into the competencies that they **NEEDED** to recruit for and created an evidence-based list of capabilities that measured individuals across a capability framework.

When assessing candidates against this framework an Ability Imprint was created for each candidate which enabled Hiring Managers to gauge an individual's potential for success in a role.

Outcomes.

TPA have completed four (4) projects for DoT including:

- Road Traffic Controller – 10 roles
- Road Traffic Manager – 1 role
- Surveillance Officer - 4 roles
- Incident Response Officer – 4 roles

For each of the projects, TPA worked closely with the Hiring Managers to curate a High Performer Profile for each role. This enabled the Hiring Managers to better identify which individuals they would progress and identify areas they might need to investigate further at interview, for each individual.

Using this information, DoT were then able to make more informed decisions after each interview as to which individuals would be successful in their role.

Why Ability Map?

The TPA team use their extensive talent consultancy skills, together with the Ability Map tool, to evaluate the inherent human capabilities of individuals. This tailored solution creates an opportunity to make better evidence-based hiring decisions.

Hiring Managers are able to identify the competencies they need to look for in an individual and therefore, are better able to assess an individual's fit for success in the role. It also gives Hiring Managers oversight into any areas that an individual might need development in, creating a roadmap for how to work with an individual for continuous improvement.

Client Testimonial.

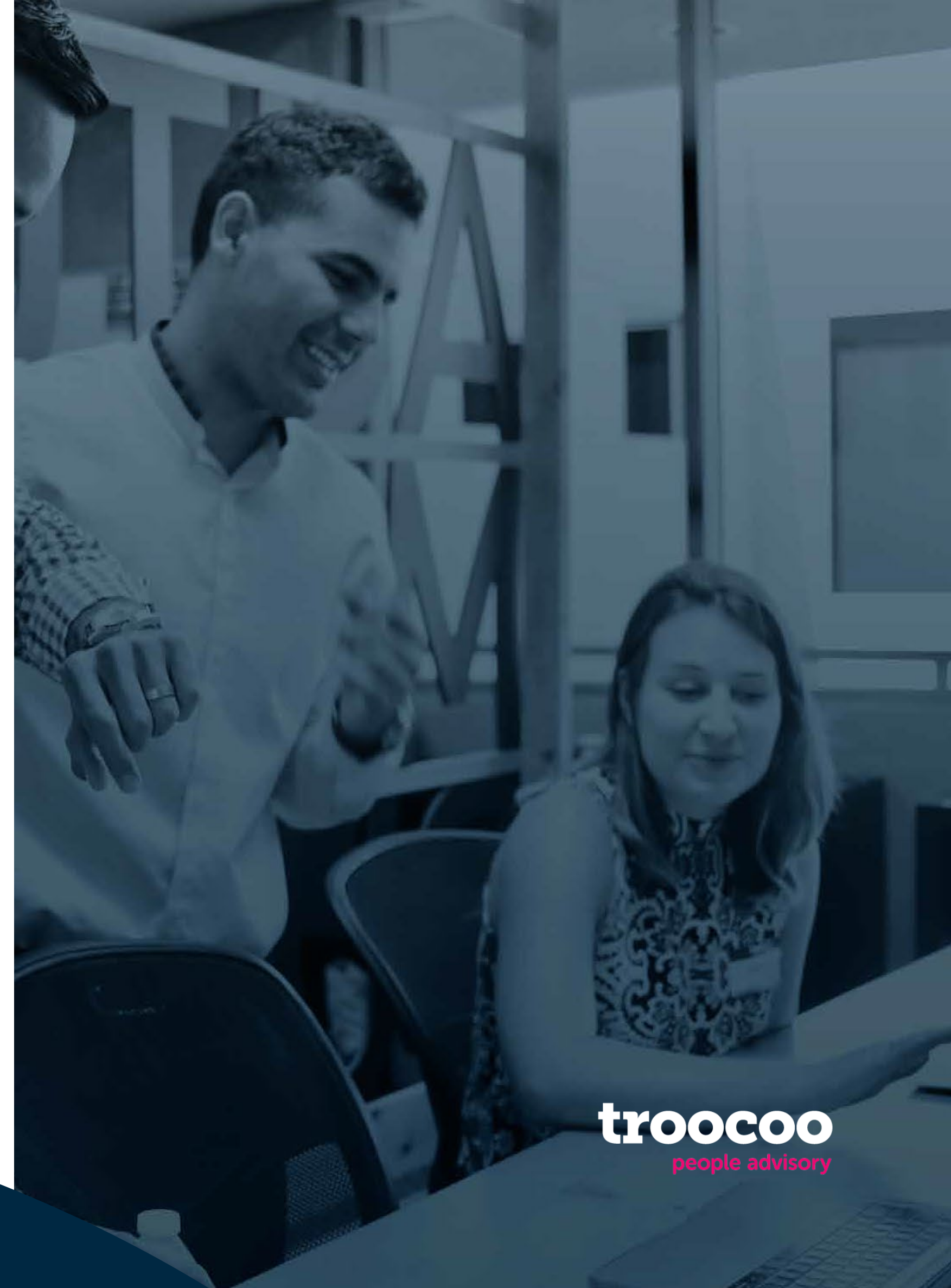
"Graeme and his team assisted us immensely in our recent bulk recruitment – not only did it make our shortlisting process easier, but it also helped us in framing the ideal capabilities for the role with the High Performer process Graeme recommended.

The testing of candidates and existing team members also provided us with a much better understanding of gaps within team members and where we would like the team to be long term.

Graeme's expertise and availability throughout the process was highlighted, especially when this was very new to all of us in the area and there were lots of questions from our end.

I have recommended this approach to other business areas within the division, and they have also seen the benefits and the ease added to the recruitment process, as resumes do not provide a full picture."

**Manager – Transport Operations Centre
Department of Transport and Planning, Victoria**



Summary.

TPA's talent evaluation solution using Ability Map is specifically tailored to your organisation's roles meaning you are given unparalleled insight in order to unlock human potential, leading to a stronger workforce. TPA will help you build a stronger workforce with higher performing individuals who are matched to your organisation's unique environment and roles.

Want to learn more about optimising your talent processes?
Schedule a free consultation with the Troocoo People
Advisory team today.



Graeme Lammie

Executive General Manager – Troocoo People Advisory

0432 028 032

graeme.lammie@troocoo.com