**CAREER SUCCESS - TRANSCRIPT**

La Trobe University has a reputation for excellence. The Future Ready strategy won’t be a success unless you are, so we’re focused on setting you up for success, developing our teams and, of course, celebrating all your achievements!

Our performance management and development framework, Career Success supports the achievement of the Future Ready Strategy through two key strategic planks – 1. Brilliant Basics and 2. The Culture Story.

Career Success is a ‘Brilliant Basic’ that provides a streamlined performance system and set of processes; and a vehicle for building a culture of high performance through the Accountable cultural quality.

La Trobe’s Culture Story outlines the four cultural qualities of Connected, Innovative, Accountable and Care. Career Success directly supports the Accountable Cultural Quality by holding ourselves and each other accountable for the goals we set out to achieve.

Our performance development framework is underpinned by the Accountable cultural quality.

* Strive for excellence
* Hold each other to account
* Treat each other with respect
* Take responsibility for our action

Career Success is about positioning you for success and supporting your career development at La Trobe.

The Career Success Process benefits both you and the university. Get the most you can out of it because it helps you:

* know what you need to achieve in your role
* identify and understand the skills you’ll need to be successful in your role
* understand how your role helps the organisation and the value you add
* progress your career
* be recognised and rewarded for your contribution,
* Engagement in the Career Success Process is directly linked to promotion!

It also helps you take advantage of the knowledge and support of your manager who will help guide you – just remember you need to drive the process and take responsibility for your own performance and development.

By doing these things, you’re fulfilling a condition of your employment, helping the university ensure your work is aligned to Future Ready and balancing the university’s needs against your career aspirations.

The Career Success process provides a link between people and development. It is a critical part of the performance cycle, which comprises:

Goal Setting – goals are aligned to Future Ready and outline expectations for the next year

Progress Review – ongoing feedback and review against the goals and development activities that were set at the beginning of the cycle

Year End Review – review and assessment of overall performance for the year

To facilitate the Career Success process, we’ve upgraded and streamlined the Career Success system to make it easier to set goals, identify capabilities and establish a development plan.

Use the system throughout the year to record your achievements and plan your career

Help and support is available on the Performance Development intranet page

So now, all you have to do is log into Career Success to see the upgraded system and start using it!