

Key Takeaways from Orgvue's Public Sector Org Community Event – 18th September 2025

How can public sector organisations align the right talent with the right skills to drive better outcomes and improve efficiency?

13 public sector organisations were represented by 27 attendees at this event. This document summarises the key takeaways from the presentations and discussions among the participants.

Strategic value and executive sponsorship:

- Aligning the required skills is a key enabler for the central pillar to government reform: 'Productive agile state' to reduce cost while stimulating growth as quickly as possible in resource constrained, dynamic geopolitical context.
- Start small, prove value, build momentum. Prioritise and focus on greatest risks and business needs for executive sponsorship.
- Advances in org effectiveness capabilities can also add value to other HR initiatives, which can help increase leadership buy-in to such approaches.
E.g. Can connect L&D with OD and business partnering activities – through top down (enterprise gaps & value investments) and bottom up (employee and team gaps & aspirations) clarity and approaches.

How to get started:

- Get started to get ahead. While data and other factors may not be ideal, those will improve with being used and with executive exposure.
- Embrace AI as an augmentation to human logic. In business transformation as well as in the change mechanisms, such as accelerating data alignment.
- Data and visualisation enables insight led conversation and enhances fact-based decision making. More accurate and lower risk than gut feel.
- Connect and use skills in workforce strategy and planning. Get practical: progress from skills and skill gaps in the abstract to specific roles and people.
- Use surveys to augment data. Deploy as local culture sees fit: with employees and/or managers, and position as manager "endorsement" rather than "moderation" for constructive employee performance development and career planning, rather than performance management.

Enhancing strategic workforce capabilities:

- Differentiate agile vs flexible – agility in approach to organisation understanding and change provides business flexibility.
- It can take 18 months to onboard a new employee vs 6 months to reskill existing staff. Reskilling is more productive and better for existing people and organisations. Better to understand what skills are available today for reuse in new positions before hiring externally.
- Enhance organisational fluidity and employee opportunities through looking at people through a skills lens.
- Organisation, people and skills visualisation, design and planning technology is complementary to existing and planned (shared service center cluster) HR and finance systems.

For more information on the presentations, or the public sector case study showing how this can be done in practice using Civil Service Professions frameworks, please get in touch at info@orgvue.com.