



## Introduction for Managers

### What is Our Academy ANZ?

Our Academy ANZ is a learning and development initiative that aims to drive strategic capability development for all employees within ANZ. SMEC partnered with Melbourne Business School to design and deliver a highly contextualised and impactful learning experience. Learners engage in learning pathways that teach specific capabilities at different levels of mastery.

The purpose of Our Academy is to help build strategic capabilities, drive excellence for our people, enhance client value and further our business objectives.

### What do learners in Our Academy do?

When learners take part in an Our Academy pathway, they engage in different learning activities. The “Consulting Excellence” pathway teaches two capabilities over two twelve-week blocks. In each block, learners engage in:

- Online self-study (six hours)
- Live Lab virtual workshops (three 90-minute sessions)
- “Campfire” online discussions (three hours)
- Application of learning through specific exercises in the flow of work (six hours)

### How are learners assessed?

At the beginning of each block, learners complete a capability self-assessment, and then they complete the same assessment again at the end of the block. This allows us to understand the impact of their learning and provides focus for learners to continue to develop their capabilities in future

Importantly, as a manager, we ask you to contribute your perspective on the learners’ capabilities at the end of each block. We’ll email you about this in the week leading up to your contribution, and the assessment should take around ten minutes to complete.

### How can I support my direct report(s) in Our Academy?

As a manager you can play a key role in your direct report’s engagement in Our Academy. Ask them about their Academy experience during your 1:1s:

- What are some of the most important insights they’ve learnt through participation so far?
- How can they see opportunities to apply their learning in their work?
- What “workflow” exercises are they working on at the moment, and is there anything you can do to support them?

We know that the biggest barrier to professional learning is time management under busy workloads. You can help by encouraging your direct report(s) to block out time in their calendar to work on their Our Academy commitments, and by asking them how they are balancing their time in your 1:1s.