Immediate focus – 2016 - 2017
Establish guidance relating to the use of experts and specialists in our audit activities
Enhance the learning and development framework
Develop strategies to embed our values into our desired culture
Enhance our capability framework to articulate career pathways to grow and develop our people
Develop a more unified approach across TAO business units to achieve efficiencies and enable more agile and adaptable resourcing (One Office)
Embed the use of experts into our audit activities
Facilitate increased mentoring and coaching relationships

Medium term – 2018
Enhance the performance assessment framework with focus on career and individual development
Share skills and better practices both internally and across other public sector audit jurisdictions
Identify future skill requirements and identify existing skill gaps
Investigate greater flexible employment arrangements

Longer term – 2019 - 2020
Identify champions for niche expertise
Implement integrated workforce planning arrangements
Establish well defined workforce planning (including succession and talent planning)
Enhance the recruitment and selection framework

Immediate focus – 2016 - 2017
Implement improved stakeholder relationship management model
Refine audit deliverables (including report templates, content, style consistency, publishing requirements and resources)
Continue and enhance client and audit committee seminars

Medium term – 2018
Refine model for performance and probity audit topic identification and audit selection
Obtain independent feedback on the strength of our “brand” and whether we are delivering on our purpose
Increase engagement with other audit and integrity bodies

Longer term – 2019 - 2020
Develop social media plan (to increase office awareness and use of social media)
Develop strategies to increase community engagement and consultation
Review media engagement strategy
Enhance internal communications enabling staff to communicate and share information effectively
Implement social media strategy

Immediate focus – 2016 - 2017
Monitor state, national and global trends relating to data analytics and ‘big data’
Increase audit analytic activity and improve capability of our people

Medium term – 2018
Develop and build data analytical investigative skills as core capability across the TAO
Explore tools to access and analyse information
Identify and communicate value-adding insights to clients arising from analytic analysis

Longer term – 2019 - 2020
Seek strategic learning through partnerships, peer and other relationships to inform analytical capability
Develop strategy to assess and implement enhanced data analytics and use of ‘big data’
Investigate the development of an integrated ICT environment that facilitates data security, data capture and data analysis
Develop strategies to respond to state, national and global trends relating to analytics

Future audit

Immediate focus – 2016 - 2017
Strengthen the quality and assurance framework
Review and enhance performance audit methodology and toolset
Continue to drive improvement and innovation throughout the TAO
Monitor national and global trends relating to the future of assurance services
Maintain a contemporary and supported audit methodology and technology platform

Medium term - 2018
Monitor IPSAM financial audit methodology and toolset developments
Refine audit contractor policy and management process
Investigate models to assess the value arising from our audits

Longer term – 2019 - 2020
Vigorously and proactively engage in any review of the Audit Act 2008
Continue to invest in technology to ensure that audit services are delivered in an efficient and effective manner
Evaluate ability to undertake other assurance activities by arrangement
Develop strategies to respond to national and global trends relating to the future of assurance services