

I originally started work for the public service in 1983, and returned in 2003, however I also worked for a university as well over that time. What I find most interesting these days is that when I talk to my fellow members of Mensa or the High IQ groups, few of them can believe that I work in the APS, and many said that they would never do that. I also get asked why I would want to work for the APS, when I could have taken an opportunity from NASA, or working in the private sector. The reason is that I want to contribute to and make a difference to Australia. I have already received an Order of Australia Medal for my community service, I would like to contribute to in my working career as well. What I find disappointing is the feeling & opinion in some circles, that you can not do more than your basic job. The APS is the way it was and shall be the way it is.

When the public service was created and for a long time after, our world was a very different place. What I mean is that in regards to decision making, the logic we followed was that of a crisp logic world, where events, times, and activities were considered separate, static, individual, and isolated things, and there was little or no cause & effect between different areas of operations. Now we are emerging into a new understanding, where we are starting to recognise that the world is a dynamic, interlaced, and interconnected place, where an action in one area does have a cascading effect on many other areas. The APS needs to be leading the way to start to integrate the different departments. We often hear about an all of government approach, and there is research and reports on different government departments, but where is the research and reports on the interactions and strategies for working together, involving each other. We still seem to be so very much caught up in the SILO mentality.

A good example was the Prime Ministers 2020 where 10 groups representing an area of interest to the government. However, they failed to have an 11<sup>th</sup> group, which should have looked at how the other 10 groups could interact with each other.

Another things I would like to see the APS do, is to take account of the different way that peoples brain think and process information. We often hear that the Government public service is looking people with lateral thinkers, of which history shows us are usually right brained, also labelled visual spatial thinkers. These type of people see the whole picture, break it down into contributing parts with the interconnections between the different parts. However, the general procedures, policies and practises work against these type of people, who see the connections between facets but are tasked to just look at the connections within a single facet.

Another area which comes to mind is how the APS deals with professional development. Many professionals and especially the up and coming Gen Y's are very strategically focused. People are very connected with resources, professional associations, special interest groups, and with the degree now that people try and work in their area of interest, the boundaries between work interests and personal interest become very blurred. Many people now want to work, like their work and take pride in their skills, competences, and professionalism. Yet the APS doesn't deal well with these interconnections either, work is work, personal is personal, and people should keep the two separate. But people in universities and technical colleges especially in the business studies and legal studies don't see the same distinctions.

In closing, I like working for the APS, and I feel that people can make a contribution to Australia, with working in the APS. I would however like to see the APS break out of some of the stereo typing, learn to trust and respect the differences between how people think & work, and build bridges between peoples abilities, government policy, and desired outcomes to take Australia and the APS into our future.

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