

2021 LEADERSHIP COURSES & PROGRAMMES

The Institute for Leader Development (ILD) delivers a comprehensive pan-NZDF approach to continued leader development with a focus on helping leaders transition to the next level of leadership.

Since 2012 our programmes have included leaders from the public sector who have not only gained value from the development, but have also *added* value to our NZDF leaders.

The only cost to public sector agencies for 2021 programmes is to cover the cost of the psychometric and 360 degree reports which ranges from \$500-1500+gst per participant.

ILD welcomes public sector leaders to nominate themselves for our 2021 Leadership Courses and Programmes

| <u>Course/Programme</u> | <u>Spaces available to public sector in 2021</u> | <u>Designed for leaders transitioning to*</u> |
|-----------------------------------|--|---|
| Lead Systems | 20 | Tier 4, 5 or 6 (Experienced team leader, leader of leaders) |
| Lead Capability | 12 | Tier 3, 4 or 5 (Director / Experienced operational leader) |
| Lead Integrated Capability | 12 | Tier 2 or 3 (GM / Head / Senior systems leader) |
| Lead Organisation | 3 | Tier 1 or 2 (CE / DCE / Executive level leader) |

**Suitability depends on your role and the size of your Agency. Please talk to ILD or the Leadership Development Centre (LDC) to help determine which Programme is most suitable for you.*

LEAD SYSTEMS (LSYS) Leadership Courses 2021

Developing new T5-6 leaders of the NZDF and Public Sector

COURSE NUMBER

21/02
21/03
21/04
21/05
21/06

PHASE ONE

FEB-MAR 21
APR-MAY 21
MAY-JUN 21
AUG-SEP 21
OCT-NOV 21

Self-directed: Leadership essentials and exploration of your strategic self awareness

SURVEY

Complete the Hogan Survey

STRATEGIC SELF AWARENESS

Hogan Profiles

MANAGER CONVERSATION

Discuss development expectations with your Manager

LEADERSHIP ESSENTIALS

“Effective leadership underpins the success of the NZDF and consequently our national security. At its most basic, leadership is about behaviour and the building of effective relationships to influence the actions of others.”

NZDF Leadership Doctrine

“At the heart of (our people) capability is the effectiveness of our leadership. Leadership remains the centre of gravity for the NZDF as it is the one thing above all else that impacts the most on achieving operational success and organisational values, culture, behaviour and performance.”

Chief of Defence Force

COURSE

22-26 MAR 21
31 MAY-4 JUN 21
21-25 JUN 21
6-10 SEP 21
22-26 NOV 21

Trentham, UPPER HUTT
Accommodation provided if required
Class-room and syndicate-based lessons, discussions, activities and reflections exploring your development needs to be an effective systems leader

RUN AN ENTIRE SYSTEM

BUILD & BROADEN RELATIONSHIPS

EXPLAIN WHY AND WHAT

GROW LEADERS & PROMOTE CURIOSITY

DEVELOPMENT SETTING SESSION

- Synthesise insights
- Create a Leadership Development Plan (LDP) and share with the cohort

NOMINATIONS CLOSE

3 MONTHS PRIOR TO COURSE START



LEAD CAPABILITY (LCAP) Leadership Courses 2021

Developing new T3-5/directors/capability leaders of the NZDF and Public Sector

COURSE NUMBER

21/01
21/02
21/03

PRE-COURSE ACTIVITIES

MAR-MAY 21
JUN-AUG 21
AUG-OCT 21

On acceptance to the course allocated a Debrief for a one-on-one 60-90min debrief of personality profiles

SURVEYS

Complete the Hogan and 360 Surveys

HOGAN PROFILE

Discuss Hogan profiles with an accredited Debriefer

MANAGER CONVERSATION

Discuss development expectations with your Manager

COURSE

5-14 MAY 21
4-13 AUG 21
13-22 OCT 21

DAY 1-3:
Trentham, UPPER HUTT
Accommodation provided if required (including weekend)
Leadership essentials and syndicate-based exploration of your strategic self awareness

STRATEGIC SELF AWARENESS

360 Report
Hogan Profiles

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Chief of Defence Force

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NZDF Leadership Doctrine

DAY 4-8:
Trentham, UPPER HUTT
Accommodation provided if required
Class-room and syndicate-based lessons, discussions, activities and reflections exploring your development needs to be an effective capability leader

TURNING STRATEGY INTO ACTION

ACTING AS A CULTURE GUARDIAN

THINKING SYSTEMS & ACTING LOCAL

PROVIDING THE UNVARNISHED TRUTH UPWARDS

DEVELOPMENT SETTING SESSION

- Peer feedback
- Synthesise insights
- Create a Leadership Development Plan (LDP) and share with the cohort

NOMINATIONS CLOSE

3 MONTHS
PRIOR TO
COURSE START



LEAD INTEGRATED CAPABILITY (LIC) Leadership Courses 2021

Developing the new senior system leaders (T3) of the NZDF and Public Sector

COHORT NUMBER

No. 20
No. 21
No. 22
No. 23

PHASE ONE ACTIVITIES

JAN-MAR 21
MAR-MAY 21
MAR-MAY 21
SEP-NOV 21

RESIDENTIAL PHASE

7-12 & 15-19 MAR 21
23-28 MAY & 2-6 AUG 21
30 MAY-4 JUN and 9-13 AUG 21
14-19 & 22-26 NOV 21

NOMINATIONS CLOSE

3 NOV 20
16 FEB 21
16 FEB 21
13 JUL 21

On acceptance to the course allocated a Debriefing for a one-on-one 60-90min debrief of personality profiles

SURVEYS

Complete the Hogan and LVI360 Surveys

HOGAN PROFILE

Discuss Hogan Profiles w/ an accredited Debriefing

MANAGER CONVERSATION

Discuss development expectations with your Manager

WEEK ONE:

No. 20 & 23: Motueka; 21 & 22: Motutapu Island
Accommodation: Motueka: mattress on floor in hall or single-person tents. Motutapu: cabin bunk beds.
Relaxed environment for strategic self awareness exploration, reflect on current leadership, and experiential leadership development activities

STRATEGIC SELF AWARENESS

- Leadership Versatility Index 360 Report
- Hogan Profiles
- Peer Feedback

EXPERIENTIAL LEADERSHIP DEVELOPMENT ACTIVITY

No. 20 & 23: CAVING
No. 21 & 22: SAILING

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Chief of Defence Force

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NZDF Leadership Doctrine

WEEK TWO:

Copthorne Hotel, Wellington
Accommodation: City Hotel
Boardroom type sessions with guest panellists, seaside chat w/ senior leaders, complex strategic challenge; and creating personal development strategies

IMPLEMENTING STRATEGIC AGENDA

PROMOTING EXCELLENCE

DEVELOPING LEADERS

PROMOTING STRATEGIC COLLABORATION

DEVELOPMENT SETTING SESSION

- Peer feedback
- Synthesise insights
- Create a Leadership Development Plan (LDP) and share with the cohort

COHORT DINNER

Friday evening with Partners and Managers





LEAD ORGANISATION (LORG) No.9

Leadership Programme 2021/22

Developing the current and future executive leaders of the NZDF and Public Sector

JUL-AUG 21

14-17 & 20-24 SEP 21

OCT 21 - FEB 22

TBC APR 22

EXECUTIVE COACHING

On acceptance to the programme you will be allocated an Executive Coach for one-on-one coaching sessions

SURVEYS

JULY - Complete the Hogan and LVI360 Surveys

COACHING SESSION

JULY - Discuss the LORG Programme and Hogan Profiles with Exec Coach

COACHING SESSION

AUGUST - Discuss LVI 360 Report with Exec Coach

MANAGER CONVERSATION

AUGUST - Discuss development with your Manager & Exec Coach

RESIDENTIAL PHASE

WEEK ONE: 31 AUGUST - 3 SEPTEMBER
Magnificat, Wairarapa.
Accommodated at Magnificat.
Relaxed environment for strategic self awareness exploration, review current state of leadership, wellness and cohort development activities

WEEK TWO: 6-10 SEPTEMBER
Royal Port Nicolson Yacht Club, Wellington.
Accommodated at Copthorne Hotel.
Boardroom type sessions with guest panellists, seaside chat with LORG leaders, sailing on the harbour and a session with the Chief of Defence Force (CDF)

STRATEGIC SELF AWARENESS

RESILIENCE / WELLNESS

CREATING STRATEGIC AGENDA

MAINTAINING MINISTERIAL CONFIDENCE

OWNING ORGANISATIONAL CULTURE

DESIGNING ORGANISATIONAL SYSTEMS

FACILITATING STRATEGIC COLLABORATION

DEVELOPMENT SETTING SESSION

- Peer Feedback
- Synthesise insights
- Create a Leadership Development Plan (LDP) and share with the Cohort

COHORT DINNER

Friday 10 SEP with Partners and Managers

SYNDICATE COACHING

Meet with your syndicate (or one-on-one) and your Exec Coach for two connect and coaching sessions

SYNDICATE SESSION

NOVEMBER - Discuss development progress; successes, barriers and challenges

SYNDICATE SESSION

FEBRUARY - Discuss development progress; successes, barriers and challenges

PULSE SURVEY

FEBRUARY - Complete the Pulse Survey

DEVELOPMENT RESET SESSION

Date TBC - Afternoon & evening session.
Royal Port Nicolson Yacht Club, Wellington.
Whole cohort together for final session

DEVELOPMENT RESET SESSION

Review Pulse, discuss development progress and reset Leadership Development Plan (LDP)

COHORT DINNER

Programme concludes. NZDF Executive and CEs invited

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Chief of Defence Force

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NZDF Leadership Doctrine

Nominations to: ildprogrammes@nzdf.mil.nz by 1 Dec 2020

INSTITUTE FOR LEADER DEVELOPMENT



2021 LEADERSHIP COURSES & PROGRAMMES

NOMINATIONS CONTACTS

Nominations through:

NZDF: Career Managers – please see the [NZDF Course Plan](#) for nomination process and close dates

MoD: melissa.thorn@defence.govt.nz

MoJ: fiona.luey@justice.govt.nz

MBIE: emily.alger2@mbie.govt.nz

DPMC: graham.maclean@dpmc.govt.nz

NEMA: capdev@nema.govt.nz

NZ Police: christopher.fransham@police.govt.nz

GSCB & SIS: learninganddevelopment@gcsb.govt.nz

Corrections NZ: bronwyn.long2@corrections.govt.nz

MFAT: shani.scott@mfat.govt.nz

Stats NZ: emily.woolford@stats.govt.nz

WREMO: jessica.hare@wremo.nz

DIA: alicia.roberts@dia.govt.nz

All other agencies: ildprogrammes@nzdf.mil.nz