

# About the LDC

Ara Kaiarahitanga | Leadership Development Centre (LDC) is a business unit within Te Kawa Mataaho, Public Service Commission. Our focus is creating great Public Service leaders united around a spirit of service and skilled in working together to achieve positive results for New Zealanders.

We are also the home of the Public Service Core Learning Hub, where public servants at all levels can find a range of learning and development activities designed for the Public Service by the Public Service.

To achieve this we **connect** individuals and member agencies with development experiences and opportunities that **amplify** their leadership potential.

We **collaborate** with executives, senior leaders, functional leads, system leads, heads of profession, HR/OD communities and our network of providers.

We **listen** so we can design and deliver the best outcomes for leaders, organisations and our people across the Public Service.

We **share** best practice and resources. We identify, assess and share systems that contribute to workplaces for our people and positive outcomes for New Zealand.

Visit [ldc.govt.nz](http://ldc.govt.nz) to learn more about our commitment to developing a capable Public Service.

## We support individuals...

...to have rewarding development experiences that grow with the breadth and depth of their career.

Our **Aspiring Leaders Learning Hub** helps people not yet in formal leadership roles to identify the skills, knowledge and mindset of leadership.

**Te Putanga | Leadership in Practice**, our flagship programme, provides an immersive development experience for experienced leaders who are ready to broaden their impact and strategic influence across the system.

**Common and core development** has three development programmes designed to support leaders in their first 12 months at different levels of leadership - **new people leader**, **new leader of leaders** and **new senior system leader**.

Our list of **qualified and experienced leadership coaches** helps leaders to connect with professionals who will help them reflect on and grow specific capabilities.

### **Te Waharoa o te Rāngai Tūmatanui | The Gateway to the Public Sector**

supports new public servants to understand and navigate the public sector whether they are a new graduate or a new chief executive.

**Core capability** online learning covers the key skills, capabilities and knowledge required for our unique context. We also have a range of online learning from **system leads and heads of profession**.

Our **toolkits** support leaders to quickly refresh themselves on a range of leadership challenges.

**Assessment tools** provide individuals feedback on where to target their development against the **Leadership Success Profile (LSP)** capabilities required for aspiring leaders, thought leaders and people leaders.

## We support member agencies...

...to develop the capabilities needed for a high performing, highly trusted Public Service.

Through our **HR/OD hub**, approved professionals can access all the resources needed to run **Common & Core Development programmes** for new people leaders and new leader of leaders in-house. They can also share when they are running programmes and connect with other agencies.

Our **Experienced People Leader Programme** resources are a cost effective method for agencies to deliver leadership development in-house

We host **HR/OD community connection sessions** to support cross-agency collaboration and relationships.

We run **accreditation workshops** for member agencies who have leaders completing LSP 360 assessments. These upskill teams, usually within the people and capability functions, to debrief reports and help individuals interpret results and set their development goals.

We share **induction** and **core capability** online learning resources with agencies so they can upload it to their own learning management systems (LMS).

Agencies can easily engage with facilitators on our **pre-qualified facilitators list** to support delivery of our programmes.

## We strengthen systems...

...to create efficiencies and connect people with learning opportunities.

Through our role on the Public Service **Development Boards** we support senior leaders undertaking cross-system development opportunities.

Our **brokering service** supports agencies and chief executives to identify senior leaders suitable for interagency deployment into temporary roles, or to encourage participation in open contestable opportunities.

Our **Public Service Core Learning Hub** provides a central platform for system leads, functional leads and heads of profession to share learning. We can also provide technical advice to agencies developing learning on behalf of the system.

Our partnership programme with Tukaha Global Consulting Ltd, **Te ara ki Matangireia**, Māori emerging leaders programme supports Māori Crown relationship capability across the system.

We take a system view **managing nominations** for a range of programmes and awards including:

- Public Service spaces on the **New Zealand Defence Force Institute for Leadership Development programmes**.
- For leadership development offered by the Australian and New Zealand School of Government.
- For the **Ria McBride Public Service Award** and the **New Zealand Harkness Trust Board Fellowship**.

We target **LDC fellowships** to both develop the individual recipient and build on the shared leadership knowledge of the system.

We share our learning programme **evaluation expertise and framework** with agencies to support programme evaluation and continuous improvement.

# Development opportunities for leaders across your agency

Key:  LDC programmes/development  Self-paced programme or resources  External development opportunities LDC manages nominations for

## Aspiring and emerging leaders

**Te ara ki Matangireia**  
A 10 month emerging leadership programme grounded in te ao Māori supporting early in career Māori with the skills and confidence to step into future leadership and governance roles .

**Te Kaihautū | New People Leader Development (group-based)**  
A transition programme for those who have moved into a new people leader role in the last 12 months. Covers 7 development areas through guides, 180 assessment, workshops and peer learning. Can be run in-house.

**Te Kaitaki | New Leader of Leaders Development**  
A transition programme for those who have moved into a new leader of leaders role in the last 12 months. Covers 6 development areas through guides, workshops, leadership experiments and peer learning. Can be run in-house.

**Te Manutaki | New Senior System Leader Development**  
A transition programme for those who are within the first 12 months of transition to a new role and Te Pae Turuki | Public Service Leadership Group. Attendance is by invite only based on mobility data.

Executive Leader Development (tbc) from early 2025

**Aspiring Leaders Learning Hub**  
Self-paced learning for those with leadership potential but not yet in a formal leadership role.

**Te Kaihautū | New People Leader Development (self-paced option)**  
Covers 7 development areas through guides.

**Te Hōtaka Kaihautū Tāngata Whai Wheako | Experienced People Leader Development**  
A 6-month programme agencies can pick and deliver in-house to support experienced people leaders who want to revisit leadership foundations and move their leadership from good to great. Covers 4 areas through workshops, peer learning and leadership experiments.

**Te Putanga | Leadership in Practice**  
A 9-month development programme for experienced Public Service leaders who are ready to transform their leadership impact and grow strategic influence across the Public Service. Includes a residential component, 360 assessment, peer learning groups and individual coaching.

**Harkness Fellowship**  
Study and research opportunity in the USA for high potential senior leaders

**Toolkits**  
Focus on a single leadership development theme and are quick learning opportunities or solutions for leaders facing a particular challenge.

**Inclusive Leadership Conversations toolkit**

## Aspiring and emerging leaders

**Ria McBride Public Service Award**

**NZDF programmes**  
We manage nominations for Public Service spaces.

**Lead Systems**

**Lead Capability**

**Lead Integrated Capability**

**Lead Organisation**

**LDC Fellowships**  
Research and study awards for mid to senior leaders

**ANZSOG Executive Master of Public Administration**

**ANZSOG Executive Fellows Programme**

## Senior experienced leaders

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