

Common and Core Development

This year, we designed and implemented New Senior System Leader (NSSL) Development, completing our common and core offering across the system. This meets the expectations of chief executives that each new leader receives the support they need to transition successfully at each of the three levels.

Based on system priorities, we updated our programmes to have an increased focus on the Māori Crown relationship, developing cultural competency and inclusive leadership.

Te Kaihautū Hou

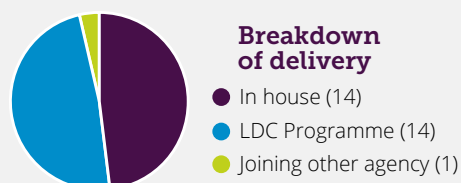
Whakawhanake

New People Leader
Development

We rolled out version 3 of the guides to incorporate system priorities and support virtual delivery. Evaluation is underway, working with agencies to gather feedback.

90% of core public service agencies deliver NPL Development through LDC or in-house (29 out of 32).

This exceeded our target of **80%**.



Te Kaitaki Hou

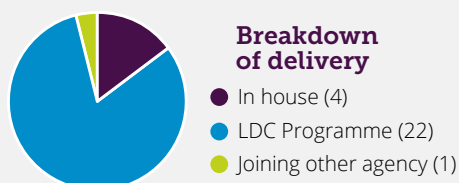
Whakawhanake

New Leader of Leaders
Development

Cohorts filled quickly for this new programme. To help in-house delivery, we released extensive facilitator and support materials to agencies.

85% of core public service agencies deliver NLL Development through LDC or in-house (27 out of 32).

This exceeded our target of **50%**.



Te Manutaki Hou

Whakawhanake

New Senior System Leader
Development

After a successful pilot, we extended NSSL Development to all new senior system leaders in the first 12 months of the role. In total, there have been **35 senior system leaders** from **11 agencies**.

Leaders receive 2 structured conversations with an executive coach and are invited to series of Action Learning Groups.

Additional resources

- » Māori Crown Relationship Development
- » Inclusive Leadership Conversation series



Pre-qualified supplier lists for coaches and programme facilitators

We ran 2 procurement processes via Invitation to Qualify for coaches and facilitators.

We've recommended **39 experienced coaches**, based around the country, to deliver coaching to the 3 different types of leadership across the system: chief executive/senior system leaders; mid-level leader of leaders; and people and thought leaders.

24 facilitators were approved to be engaged directly by member agencies to deliver our common and core programmes.

Aspiring leaders

Our self-paced resources continue to support those looking to move into leadership roles. One agency has based their formal learning programme around these resources.

Leadership in Practice (LiP)

Our LiP programme for mid career, high talent remains popular and despite COVID-19 we delivered **3 cohorts**. Participants rated the programme highly and said it was 'a powerful experience' and 'really valuable'.

Leadership assessments



217

New People Leader 180 assessments

Our New People Leader 180 assessment (previously MyTracker) has been available free-of-charge to agencies from December 2020.

Taking a system approach

We administered nominations for the ANZSOG Executive Masters in Public Administration and Executive Fellows Program; the LDC Fellowship; and the Ria McBride Public Service Management Award.

We supported the New Zealand Defence Force and Te Puni Kokiri pilot programme for Māori warrant officers transitioning into Public Service leadership roles. We also supported the Fale to deliver development into the Pacific.

Career Board leader profiling

92 leaders received direct development action and support by the broker at the Career Board.



The numbers (July 2020 to June 2021)

