

Leadership development and learning delivery 1 July 2025 – 30 June 2026

Strengthening senior talent

Executive talent development

72 executive talent mentoring matches.

37 brokered experiential development opportunities for executive talent (secondments, acting roles, project system sprints).

5 elevate learning resources.

“My first executive talent mentoring session was outstanding, It’s exactly the kind of insight and challenge I was hoping for.” — Executive Talent Leader

Masterclasses

90 chief executives and senior leaders attended masterclasses on artificial intelligence (AI).

68 chief executives and senior leaders attended masterclasses on strategic finance.

Delivering leadership impact

LDC delivered programmes

278 participants across **16** programmes with strong demand for Te Ara ki Matangireia, Te Putanga | Leadership in Practice and the Executive Leader Development Programme. We delivered our inaugural cohort of the Executive Leader Development Programme with the programme receiving a Net Promoter Score of +30.8, placing it in the 'Great' category.

System led delivery using our programme resources

8 agencies started delivery of Te Kaihautū | New People Leader Development.

2 agencies started delivery of Te Kaitaki | New Leader of Leaders Development.

3 agencies started delivery of Experienced People Leader Development.

Enabling leadership feedback and coaching

742 leadership assessments (+31% from 2024/25).

240+ talent development conversations held with leaders.

20+ coach panel recommendations for agency individual leader and team needs.

Self paced leadership development

4 new leadership development toolkits published on system leadership, enhancing team performance, innovation and developing talent. Toolkits now cover 14 development themes.

4090+ webpage views on our refreshed Aspiring Leaders Learning Hub.

Building capability of all public servants

Rolled out the first required learning for the Public Service

64,000 public servants (approx. target audience) for integrity learning rolled out in March.

60 agencies are hosting this on their in-house learning management systems (LMS).

Grew system wide capability, delivering new capability initiatives

128 learning resources (+35% from 2024/25) now available on our Public Service Core Learning Hub.

75,000+ total webpage views (+38% from 2024/25) on the Public Service Core Learning Hub.

37 agencies (+85% from 2024/25) now host our Te Waharoa | Public Sector Induction in their LMS. Meaning approx. 44,300 public servants have access to this learning in their agency.

Partnered with Te Puni Kōkiri to design new system learning on their engagement framework Te Tautuhi ō Rongo.

Awarded the Ria McBride Public Service Award on behalf of the Public Service Commission to Taila Emerson at MBIE to pursue study.

Exceptional programme evaluations, supporting continuous improvement

Many programme cohorts received satisfaction and impact ratings above 80% demonstrating meaningful growth in leadership capability, confidence and system thinking.

Executive Leader Development Programme Cohort 1

100% are more intentional in their leadership.

100% enhanced awareness of leadership strengths and development opportunities.

93% agreed it made them a more effective leader.

Te Putanga | Leadership in Practice cohort 82

100% overall programme satisfaction.

100% clarified their leadership development goals.

100% agreed it made them a more effective leader.

Te Kaihautū | New People Leader Development Cohort 17

87.5% applied the knowledge and skills.

87% found the materials and resources useful.

84% grew their networks.

Te Ara ki Matangireia, Māori Emerging Leaders Cohort 4

100% overall programme satisfaction.

100% satisfied with wānanga.

93.1% made progress toward their goals.

“ Overall experience was transformative, and it exceeded my expectations. I started thinking I was content with the way I was leading to completely shifting my mindset in the way I navigate opportunities that leadership can present.

— Te Putanga | Leadership in Practice participant ”