

**As a business unit within Te Kawa Mataaho Public Service Commission, the Leadership Development Centre is the primary vehicle for Public Service leadership development.**

Our team of 20 focus on creating great leaders, united around a spirit of service and skilled in working together to achieve positive results for New Zealand. We're also developing centralised learning to support the Public Service Act. Building the key skills, capability and knowledge on those things unique to being a public servant. Our \$4 million operating budget is drawn from member levies and user pay services.

## The numbers (1 October–31 December 2023)



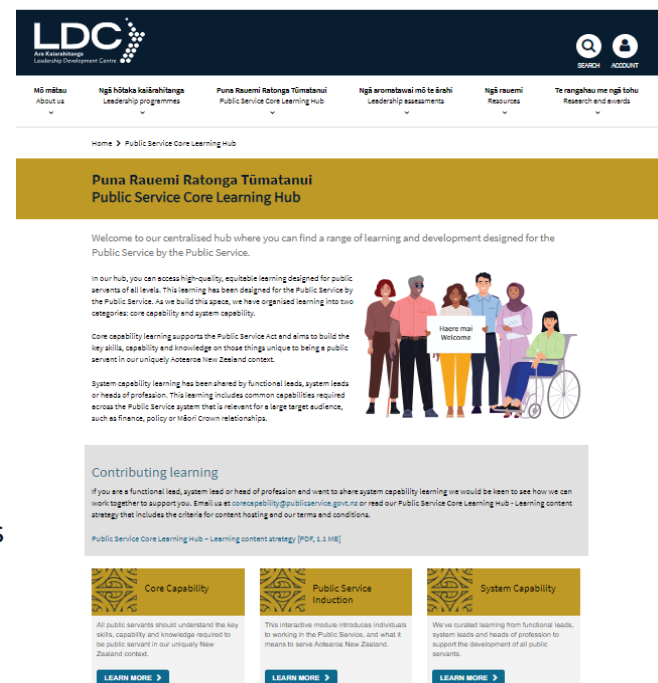
## Delivering skills and knowledge unique to the New Zealand Public Service

We published the Public Service Core Learning Hub on our website, a centralised hub with learning and development for all public servants. The Hub has curated learning from functional leads, system leads and heads of profession, including elearning modules.

We've had **1200+ views** on Hub pages since go live on 29 November. On request we've held information sessions for HR/OD practitioners from **10** different agencies.

We continue to meet with working groups and stakeholders from various agencies to ensure learning meet the needs of a range of public servants and the development of our Public Service induction module aligns seamlessly with agencies current onboarding process for new staff.

We will fully launch core capability learning early 2024 covering Public Service induction, political neutrality and machinery of government. In the meantime learners can access emodules from Department of Internal Affairs and Ministry for Ethnic Communities, register for workshops with Te Arawhiti and access tools from the Policy Project.



## Delivering consistent leadership development across the Public Service

**Te Kaihautū | New People Leader Development:** We ran 4 cohorts this quarter with a total of 57 leaders. NZ Customs Service, Department of Corrections, Ministry of Business, Innovation and Employment, ACC and Ministry of Justice also started running cohorts this quarter for their new people leaders.



NEW ZEALAND  
**CUSTOMS SERVICE**  
TE MANA ĀRAI O AOTEAROA



**ARA POUTAMA AOTEAROA**  
DEPARTMENT OF CORRECTIONS



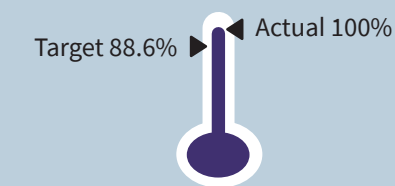
**MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT**  
HĪKINA WHAKATUTUKI



**Te Kaitaki | New Leader of Leaders Development:** We ran 2 cohorts this quarter with a total of 28 leaders.

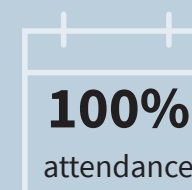
**Te Manutaki | New Senior System Leader Development:** We ran 2 cohorts this quarter with total of 20 leaders. All spaces have been filled for Cohort 9 and 10 starting in February 2024 with 8 leaders waitlisted.

**Te Putanga | Leadership in Practice:** This quarter we ran 3 cohorts with a total of 47 participants. Our most recent post programme evaluation showed **100%** of respondents agreed or strongly agreed the programme had made them a more effective leader, well above our target threshold of 88.6%. The coaching and residential elements were regarded as highly valued components of the programme.

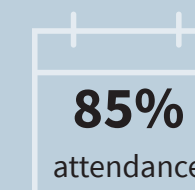


## Engaged stakeholders

We've run induction sessions for new facilitators and coaches on our pre-qualified supplier panels and our bi-annual connection session with our HR/OD community was well attended. We are an active member in an online cross-jurisdictional learning and development working group and hosted Suzi Woodrow-Read, Executive Director, Leadership & Capability, Queensland Public Sector Commission when she was in Wellington.



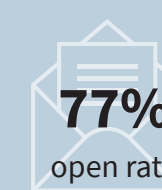
**new facilitator  
induction**



**new coach  
induction**



**HR/OD  
connection session**



**LDC updates  
newsletter**

## An aligned system approach

We received **65** applications from **21** different agencies for 20 Public Service spaces on NZDF leadership development programmes. Feedback from NZDF confirms value added not only from diversity of Public Service participants but the Public Service experiences and views leaders also bring to programmes.

We received **62** applications from **22** different agencies for 35 participant spaces on cohort 3 of Te ara ki Matangireia, a Māori emerging leaders programme starting early 2024.

We supported **7** nominations for the ANZSOG Executive Fellows Programme and **6** nominations for the ANZSOG Executive Masters in Public in Administration from across the New Zealand Public Service for 2024.

Our brokering service inducted **19** experienced senior leaders onto Development Boards that enable cross-system experiential development.