

**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 also develop 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 January–31 March 2026)



## Integrity Essentials learning for all public servants

We published required learning for all public servants covering The Code of Conduct for the Public Sector and General Election Guidance 2026. The target audience for the required learning is approximately 64,000 public servants. We also published 7 additional learning resources to support deeper knowledge on integrity topics.

Since publication on 11 March, engagement has been strong with:

- 50 agencies requesting the SCORM learning resource files so they can host it on internal learning management systems.
- 2,409 page views of the Integrity Essentials webpage.
- 1,310 views of the Navigating the Code learning module.
- 915 views of the Getting Election Ready learning module.
- 68 downloads of the What if...then card game.



## AI learning to be delivered next quarter

We're actively working with the Government Digital Delivery Agency on AI learning. This includes:

- a session for chief executives and senior leaders
- an online AI Development Programme
- self-paced digital learning resources for all public servants.

## Executive talent development gaining momentum

**100+** executive talent development conversations completed.

**21** experiential development opportunities brokered, including acting roles, governance exposure & cross-agency assignments

**70+** leaders matched with a chief executive mentor outside their home agency.

*“My first mentoring session with a chief executive was outstanding. I’ve found someone I can genuinely learn from, and we’ve already mapped out opportunities for me to shadow governance board meetings.”*

We delivered monthly resources to all executive talent through our Elevate Series. This sharpened mentoring practices, activated thinking on leading as a system, and highlighted leadership under pace and uncertainty.

## Leadership development programme highlights

Te Putanga | Leadership in Practice cohort 82 finished this quarter, with very positive post-programme evaluation results.

**100%** of respondents agreed that the programme made them a more effective leader; helped them clarify their leadership development goals; and that they were satisfied with the programme overall.

Our new Executive Leader Development Programme targeting high performing, experienced tier 2 and 3 leaders finished this quarter, and included a presentation of complex system projects to a chief executive panel. Overall evaluation results for our first cohort were very strong with great feedback.

**100%** reported enhanced awareness of leadership strengths

**90%** reported stronger system focus and communication skills.

**+30.8** Net Promoter Score, placing it in the ‘Great’ category.

*“It’s really important to invest in what good looks like for public sector leaders and give them a safe space to test ideas, challenge and share observations. Thank you for this opportunity. Overall I have really enjoyed it and learned a lot.”*

*It was an incredibly talented supportive cohort of dedicated public servants. The facilitators did a great job of bringing us together...and challenging us.”*

We onboarded participants for cohort 2, following strong interest from across the public service. Cohort 2 is made up of 12 leaders, and they met for the first time at the programme’s kick off event in March.

## New resources published

Ben Clark’s Fellowship report, focused on helping leaders navigate complex systems and cross agency collaboration.

The online Innovation toolkit helps leaders strengthen leadership practice in complex and uncertain environments.

Learning resources to support Te Tautuhi ō Rongo, a practical tool that helps public servants develop policy, engage with hapū, Iwi and Māori, and support government to give effect to Te Tiriti o Waitangi | The Treaty of Waitangi through their work.