

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 July–30 September 2023)



Common and Core Development

Te Kaihautū | New People Leader Development

In Q1, we ran **4** cohorts with a total of **57** leaders. **7** cohorts of Te Kaihautū started this quarter delivered by external agencies – ACC, NZ Super Fund, Ministry for Primary Industries, Ministry of Business, Innovation & Employment, and Ministry of Health.

Te Kaitaki | New Leader of Leaders Development

In Q1, we ran **2** cohorts with a total of **26** leaders. **2** cohorts of Te Kaitaki started this quarter delivered by external agencies – ACC and Ministry for Business, Innovation and Employment.

Te Manutaki | New Senior System Leader Development

In Q1, we ran **3** cohorts of Te Manutaki with a total of **36** leaders. **29** coaching sessions were completed for leaders. Guest speakers included Matt Winter, Andrew Bridgman, Mervin Singham and Neil Campbell. Cohort 7 and 8 started this quarter with chief executive sponsors Andrew Hampton and Peter Mersi.



Ria McBride Public Service Award

The 2023 Ria McBride Public Service Award was awarded to Carolina Clarke-Pailate, a Corrections Officer at Department of Corrections NZ. Carolina plans to use the award to pursue a nursing degree.



Public Service Core Learning

In Q1, we worked with new public servants and their managers to understand the learning needs on entry to the Public Service. From this, we will build learning resources needed to refresh the public service induction.

We're developing the LDC website to create a Public Service Core Learning Hub. The Hub will host learning for public servants on those things that are unique to being a public servant (core capabilities) and will also be a platform to host functional system capability learning.

Pre-qualified coach and facilitator lists

Following a procurement process, we refreshed our pre-qualified coach and facilitator lists that resulted in **25** new people across both panels.

Our new panel members bring a range of skills and experiences and deepen our ability to support leaders with specific needs including working with new migrants, neurodiversity, Māori leadership concepts, Māori and Pacifica leaders and women leaders.

Brokering service

We responded to **15** brokering requests, including Development Board inductions.



We published a new webpage about the Brokering Service and briefed Heads of HR. More agencies are now aware of the support we can provide to them and their leaders to enable experiential leader development.

Leadership assessments

In Q1, **243** leadership assessments were completed. We accredited **18** HR/OD practitioners to debrief LSP assessments. We've also updated the assessment content on our website, adding forms and clarifying expectations around debriefs.

175

leader profiles updated in the talent management database, many of these from underrepresented groups

Te ara ki Matangireia

Wananga 3 was held in Arahura where rangatahi connected to taonga of the west coast; exploring whenua, awa, people, place and locating self. The mid-programme pulse check tracking mentoring relationships showed overall we had positive engagement with 24 mentee and mentor respondents. We opened applications for cohort 3, which starts in Q3.

Experienced People Leader Development programme

We've started an in-agency pilot cohort in partnership with Department of Corrections. Following evaluation we will share programme resources with the system.

Te Putanga | Leadership in Practice

During Q1, we had **3** cohorts of Te Putanga active, a total of **47** leaders. Guest speakers included Andrew Hampton and Neil Campbell.

