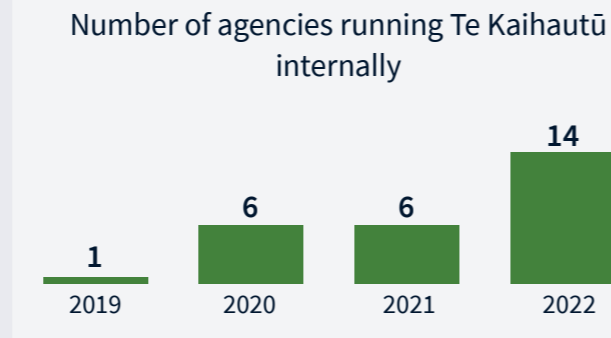


Common and Core Development

With our Common and Core offering complete, this year focused on embedding the programmes across the system.

We ran regular connection sessions for HR/OD staff in the Public Service to learn more about our Common and Core programmes and have seen in-agency uptake significantly increase.

To date, we've had over **600 leaders** through one of our Common and Core Development programmes.



Te Kaihautū

New People Leader Development

We ran **6** cohorts with a total of **84** participants.

This year **14** agencies ran Te Kaihautū internally, with some running multiple programmes throughout the year.

We've reviewed the programme and version 4 will be ready to release on 1 July. This version has a new development priority: Te hononga o te Māori me te Karauna | Māori Crown Relationship. We also creating **6** new videos and further embedded a te ao Māori approach.

Te Kaitaki

New Leader of Leaders Development

We ran **5** cohorts with a total of **70** participants.

This year **3** agencies ran Te Kaitaki internally. Another agency is planning to run it shortly.

Evaluations from participants on Te Kaitaki demonstrate the positive impact the programme is having.

"Life changing for me. Mindset helped me to make the changes and I have maintained these with discipline. I've created more space in my head. I feel more fulfilled."

Te Manutaki

New Senior System Leader Development

Te Manutaki is being reviewed and refreshed after a successful pilot. The first **2** cohorts start in August.

We're working closely with the Leadership and Talent team to align induction with Te Manutaki to create a more seamless experience for leaders and agencies.

36 senior system leaders had structured conversations with an executive coach.

The numbers (July 2021 to June 2022)

We've seen an increase across all metrics.

18

programmes

262

programme participants

9

new member agencies

62%

increase in total LinkedIn followers

6270

newsletter subscribers

Leadership in Practice

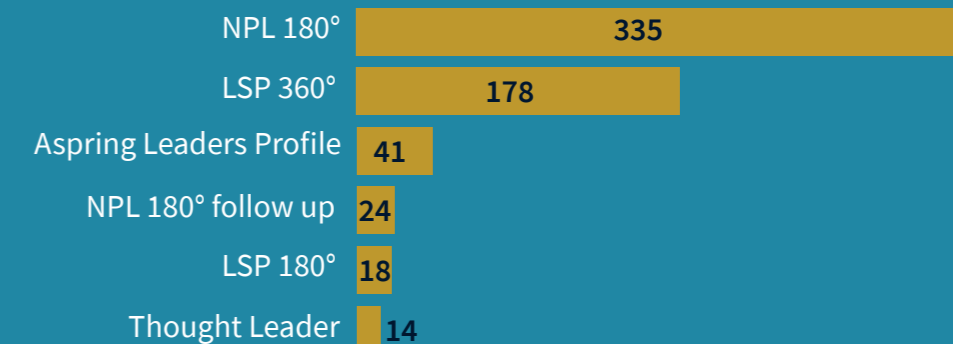
We ran **5** cohorts with a total of **77** participants. We're working to refresh the programme for the next cohort that starts in September. This will also be a digitally focused cohort, supported by the Chief Government Digital Office.

Coaches and facilitators

We've established a regular community of practice for our panel of coaches and facilitators. We made **56** coaching referrals to support agencies or individuals.

Leadership assessments

We provided **610** leadership assessments for leaders across **31** agencies. We accredited specialists from **9 organisations** to debrief our Leadership Success Profile (LSP) assessments.



Fellowships

We awarded **1** fellowship that will explore the role public servants play in strengthening Māori Crown relationships based on their extensive public sector career. We published **2** fellowship reports on neuro diversity and enabling Asian leaders to flourish. Agencies have found these reports useful and they have also gone to Papa Pounamu.

Working across the Public Service

22 leaders from **14** agencies have been placed on the **6** New Zealand Defence Force (NZDF) leadership programmes running in the second half of 2022. These were selected from **107** applications and represents a greater mix of gender, ethnic diversity and home agency diversity, than previous years.

We received **91** expressions of interest from mentees for the Public Service Pacific Mentoring Programme run in partnership with the Ministry for Pacific Peoples. The programme had its first workshop with **20 mentors** and **20 mentees** and their line managers attending.

We continue to receive a number of quality nominations for the ANZSOG Executive Fellows Program and Executive Masters in Public Administration.

We provided coaching to the participants of Ngā Ara Whakatupuranga New Frontiers Defence Programme. These Māori Warrant Officers are transitioning out of the New Zealand Defence Force and the programme seeks to assist their transition into a Public Service career.