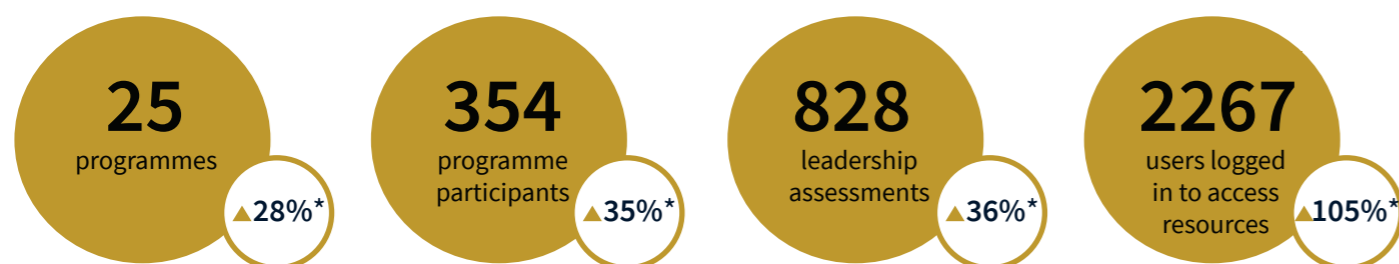


As a business unit within Te Kawa Mataaho Public Service Commission, the Leadership Development Centre is the primary vehicle for Public Service leadership development.

Our team of 18 focus on creating great leaders, united around a spirit of service and skilled in working together to achieve positive results for New Zealand. To achieve this we connect individuals and member agencies with development programmes, resources and experiences that amplify their leadership potential. Our \$3.5 million operating budget is drawn from member levies and user pay services.

## The numbers (1 July 2022–31 June 2023)



\*percentage change compared to the same period last year (21/22)

### Public Service Core Learning

In Q1 and Q2, we explored options on how to build core capabilities for public servants. We reviewed examples across different jurisdictions for public service academies/schools and models for delivering core capabilities. We also gathered feedback from the broader Public Service on these initial ideas.

During Q3 and Q4, work started on the development of learning for core capabilities for all public servants. The first learning cluster will support the new Code of Conduct guidance. We're preparing for this learning to be delivered via our website and engaged broadly with the system on core capabilities. We've also engaged with system functional leads on how we could collaborate and support their capability building work.

### Nominations management

We continue to take a system view managing the nominations process for:

- public service spaces on 4 different New Zealand Defence Force Institute for Leader Development programmes,
- the ANZSOG Executive Fellows Programme and the Executive Master of Public Administration.
- the Ria McBride Public Service Award.

This year we started our partnership with the New Zealand Harkness Trust to promote and manage nominations for the New Zealand Harkness Fellowships. The board appointed 2 Fellows who will travel to the USA later this year.

### Coaches and facilitators

We are running 2 procurement process via invitation to qualify to add to our coaching and facilitator panels. We're focused on attracting providers from diverse backgrounds and lived experiences to ensure we're able to meet the needs of the diverse makeup of the Public Service.

## Common and Core Development

### Te Kaihautū | New People Leader Development

We ran 7 cohorts with total of 97 leaders. 29 cohorts of Te Kaihautū were run externally by 16 different agencies. In Q1, we released version 4 of the programme, which added a new development priority: Māori Crown relationship.

### Te Kaitaki | New Leader of Leaders Development

We ran 4 cohorts with total of 49 leaders. 4 cohorts were run externally by 3 different agencies. In Q3, version 2 of the programme was released. Changes help to support key system priorities. 5 new videos were created and we shifted the focus of the Engage priority to Supporting Māori Crown Relationships.

### Te Manutaki | New Senior System Leader Development

We ran 6 cohorts with total of 68 leaders. Chief executive sponsors for each cohort were: Gaye Searancke, Renee Graham, Carolyn Tremain, Andrew Kibblewhite, Grainne Moss and Kellie Coombes.

75 development conversations were held with leaders as part of the programme. Themes from the last 3 cohorts of leaders:

1. They valued the opportunity to connect with a wide range of people and agencies and create networks.
2. The shared learning experience has challenged them to consider a range of perspectives and helped them better articulate their own development and career goals.
3. There is a deep commitment to continuing to network and lead across the system for better outcomes for New Zealanders.

### Experienced People Leader Development

We've piloted a 6-month cross-agency programme and partnering with Department of Corrections to run an 'in-agency' pilot cohort before we share this programme with the system.

### Te Putanga | Leadership in Practice

We ran 5 cohorts with a total of 76 leaders. In Q2, we launched the refreshed programme. The refresh draws on leadership practices from te ao Māori, the Pacific and the world to support leaders to reflect on who they are as a leader and what is emerging from within them. We also ran our first functionality focused cohort. Supported by the Chief Government Digital Office one cohort was specific to digital leaders.

**"Best course I have ever been included on. Great experience which I will reflect on throughout my career."**

### Te Ara ki Matangireia

Our Māori emerging leadership programme was gifted a new name by the initial cohort to reflect their journey on this kaupapa. In Q2, cohort 2 of Te Ara ki Matangireia started with 33 rangatahi. 2 out of 4 wānanga have been held so far and planning is underway for cohort 3 in 2024.

### Public Service Pacific Mentoring Programme

This 9-month programme finished in March 2023. It paired 20 mentees with mentors and involved 5 virtual workshops. As the programme evolves we anticipate it being more strategically led by the Ministry for Pacific Peoples, with the LDC providing delivery support and expertise. Another cohort is expected prior to 30 June 2024.

**6** new member agencies

**11** agencies directly supported by our brokering service

**1** fellowship paper on Leadership in our Aotearoa Pacific village

**4** new online toolkits published

**1000+** leaders through one of our Common and Core Development programmes, since the initiative began.