

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 2025)



Executive talent

We continue to support the Public Service Executive Talent initiative. The pool now includes **over 100 leaders**: **43** Chief Executives, **60** senior executive leaders, and **21** digital/strategic finance leaders.

To executive talent in this pool, we've delivered over **60** targeted coaching sessions and matched most senior executive leaders with a chief executive mentor.



Finance masterclasses

On behalf of the Head of Finance Profession, we delivered the first in a series of Strategic Finance Management masterclasses for chief executives and senior leaders.



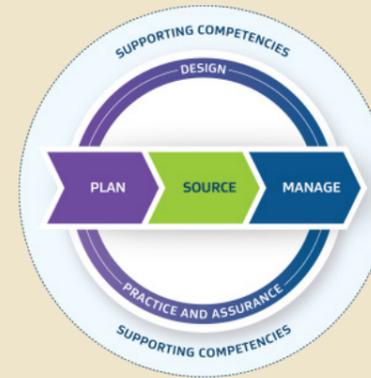
Strengthening leadership feedback and insights

This quarter, we've facilitated 360° leadership assessments for cohorts of leaders from Ministry of Justice, Statistics New Zealand, Ministry for Primary Industries and Ministry of Education. Leaders gained personalised feedback on leadership strengths and development needs to inform leadership development planning.

Learning for all public servants

In quarter 2, we added MBIE Procurement learning to our hosted content.

We now host learning on **10** different topics, with over **100** learning resources available free to public servants throughout New Zealand.



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agencies now host Te Waharoa | Public Sector Induction directly in their learning management system.

This means approximately **22,100** public servants have access to this learning through their agency.

Leadership programme highlights

The 2025 Māori emerging leaders programme, Te Ara ki Matangireia, wrapped up with their final wananga at Te Araroa. The wananga was full of heartfelt reflection and celebration, with a focus on next steps for the rangatahi.

We ran expressions of interest for the 2026 programme. From over 50 applicants, **34** young Māori leaders have been selected. We are working to match senior leader mentors.

We ran **3** cohorts of Te Kaihautū | New People Leader. ACC, Ministry of Justice and Ministry of Education also started running cohorts of Te Kaihautū | New People Leader internally with their leaders this quarter.

"For the content, all the work that goes into the D&A Guides and organising this cohort... a heartfelt thanks" - Te Kaihautū facilitator

Cohort 1 of the Executive Leader Development Programme completed their third workshop this quarter. During the session, groups shared progress on project challenges and began preparing for the final residential and graduation scheduled for quarter 3.

Applications for cohort 2 closed this quarter with strong interest and a high calibre of candidates. Following a thorough selection process, enrolments for cohort 2 are underway.

Human resources/organisational development community

Over **40** human resources/organisational development practitioners across the public sector attended our online connection session. It included an update from Alex Chadwick, DCE Workforce, a presentation from Department of Corrections, updates from LDC and a connection activity.

"Love the video team and holiday cheer – congrats on a huge year and all the milestones you've achieved. Thanks for all the support and guidance, LDC team!"

"Ngā mihi LDC for the amazing programmes, resources and support!"

Delivery next quarter

We have several pieces of work which will be delivered next quarter.

- Integrity learning - in partnership with the Commission we are designing learning resources to support the Code of Conduct and Election Guidance.
- Executive talent resources, a monthly series to activate continued focus on capability building.
- Report from 2025 LDC Fellow Ben Clark's into building system leadership capability.