

**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 January–31 March 2025)



## LDC delivered programmes

In Q3, we had **9** programmes running, offering development for a total of **153** participants.

- We received a number of high-quality applications for our new **Executive Leader Development Programme** and will welcome 15 executive leaders onto the programme in May.
- Wānanga One of **Te Ara ki Matangireia** for cohort 4 took place at Te Rau Karamu Marae in Wellington for **34** rangatahi. Te Ara ki Matangireia is a kaupapa Māori leadership programme for emerging Māori public servants. The rangatahi will be supported by **23** senior public servant mentors. Deputy Public Service Commissioner and programme sponsor, Heather Baggott, also attended over the weekend, providing valuable reflections on authentic leadership and navigating the public service as Māori.
- Work is underway to refresh **Te Manutaki | New Senior System Leader Development** in response to changes to PSLG criteria, participant and agency feedback, and system priorities.

## Enabling member agencies

This quarter, a cross-sector cohort of **Experienced People Leader** started with leaders from Crown Law, Ministry of Housing and Urban Development, Department of Corrections and Ministry of Foreign Affairs and Trade. Cohorts of **Te Kaihautū | New People Leader Development** also started in ACC, Department of Corrections and MBIE.



3 applications were received for the **Harkness Trust Board Fellowship 2025**. Selection of the 2025 Fellow is scheduled for Q4.

We published the Influence without Authority toolkit.



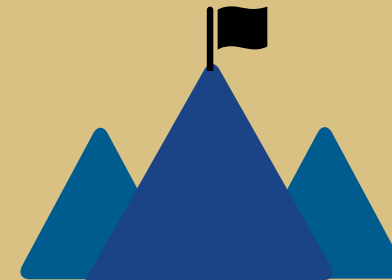
## Core Learning Hub turns 1!

Since launching in March 2024, the Hub has made a significant impact in supporting public servants' access learning in core capability areas. Over the past 12 months, we have expanded our offerings to include core capability learning on **public service principles, political neutrality, free and frank advice**, and the **machinery of government**.

We also launched **Te Waharoa Public Sector Induction** to help new public servants understand our unique context.

Our partnerships with system and functional leads have grown, and we now host **30 pieces of learning** across eight system capability areas.

In Q3, we have been working with Communication Head of Profession, Serious Fraud Office and the Government Chief Digital Officer to develop additional resources which will be available Q4.



Work was successfully completed to migrate LDC's CRM to the Digital Platform (Phase 3). This ensures a stable and secure platform and increased functionality. This supports better integration of Commission information to support the Talent Management five point plan.

## Post-programme evaluations

Evaluation results from the last 2 cohorts of **Te Putanga | Leadership in Practice** showed:

- **+75 Net Promoter Score**, placing the programme in the Excellent category.
- **100%** satisfaction with the programme.
- **100%** agreement from respondents that the programme accelerated their leadership development; and they learnt new skills and were able to apply what they learnt.



Evaluation results from cohort 3 of **Te Ara ki Matangireia** showed:

- **+90 Net Promoter Score**, placing the programme in the World class category.
- **100%** satisfaction with the programme.
- **100%** agreement from participants that it enhanced their leadership skills and capability; and strengthened their confidence to lead in a way aligned with Māori principles and values.



## Total views (March

24-March 25)\*

**Te Waharoa o te Rāngai Tūmatanui**  
| **Public Sector Induction:** 12,321

**System capability:** 8501

**Core Capability:** 4369

\* These figures don't include agencies who are hosting Core Capability and Te Waharoa | Public Sector Induction on their own learning management systems (LMS).

**23** agencies host the Induction on their LMS.

Allowing approximately **20,000** public servants access to the learning.