



2024 Leadership Courses and Programmes

The Institute for Leader Development (ILD) delivers a comprehensive approach to continued leadership development with a focus on helping leaders who are transitioning to the next level of leadership.

Originally designed for the New Zealand Defence Force, in 2012 programmes opened to include leaders from the Public Service.

Programmes

For the first half of 2024, three programmes are taking nominations:

Lead Systems - 12 spaces available across the 3 cohorts to Public Service leaders.

Lead Capability - 4 spaces available on 1 cohort to Public Service leaders

Lead Integrated Capability - 4 spaces available on 1 cohort to Public Service leaders.

Suitability depends on your role and size of the agency. Refer to the [Leadership Characteristics document](#) to help determine which programme would suit best.

Nominations

The Leadership Development Centre at Te Kawa Mataaho, the Public Service Commission manages the Public Service nominations and selection process.

Spaces for public service leaders are limited on all courses, so nominations require agency approval. There are two rounds throughout the year when nominations are accepted. See the [LDC website](#) for more information.

Contact

If you have any questions about the nomination process email:

LDCprogrammes@ldc.govt.nz

For specific questions relating to the courses/programmes email:

ildprogrammes@nzdf.mil.nz



Lead Systems Leadership Course

This course is aimed at leaders in multi-tiered organisations moving to lead other people leaders, where all the teams do similar work.

Learning outcomes

After this course you will:

- have strong self-awareness of your strengths and development needs as a leader.
- understand a systems thinking perspective and value effective, fit for purpose systems, and embrace continuous improvement of systems. structure and technology.
- built and broadened relationships with other system leaders, in and outside your organisations, to develop wide networks of influence and use these networks to ensure the smooth working of the organisation.
- coach others to change their approach, mindset and behaviour to achieve superior results.
- turn the broader organisation objectives into concepts and ideas other can grasp; effectively explaining the 'why' and the 'what'.

Phase one – Pre-course activities

At the start of the course, you will complete a range of psychometric assessments, complete a workbook to identify your strengths and development priority areas, and then discuss your development expectations with your manager.

Phase two – Course

Held over 5 days in Trentham, Upper Hutt with accommodation/meals provided (if needed). Leaders participate in classroom and small group lessons focused on how to develop skills needed to be a leader at this level (see learning outcomes).

Discussion, activities, and reflections will help you to further explore your development needs so you can be an effective systems leader. A development setting session will help you synthesise insights and create a leadership development plan, which will be shared with the cohort and your manager.

Cost

Approximately \$600 to covers assessments. Agencies will have to fund travel costs to Upper Hutt, if needed.

Cohorts

Course no.	Phase 1	Phase 2	Nominations close
24/01	Feb – Mar 2024	18 – 22 Mar 2024	27 Oct 2023
24/02	Mar – Apr 2024	15 – 19 Apr 2024	27 Oct 2023
24/03	May – Jun 2024	17 – 21 Jun 2024	27 Oct 2023



Lead Capability Leadership Course

This course is aimed at leaders who are moving into roles turning strategy into action, acting as culture guardians for the organisations (tier 3-4).

Learning outcomes

After this course you will:

- have strong self-awareness of their strengths and development needs as a strategic leader.
- connect the long-term strategy and change programme with the reality of life on the ground, while managing resources and outputs to maintain team performance and momentum towards system wide changes.
- understand the importance of operationalising long-term strategy, following plans and projects through to completion, and building capability to enable the execution of strategy.
- know how to effectively manage up by 'being the trusted source of truth upwards' to connect policy and strategies with operational delivery.
- understand the importance of role modelling and the symbolic value of leaders' actions to create a culture that invites engagement and opinion sharing but also accepts the organisational mandate.

Pre-course activities

You will complete a range of psychometric and 360 surveys to identify your strengths and develop priority areas. An accredited debriefer will discuss your personality profiles with you and then you will discuss your development expectations with your manager.

Courses

Held over 8 days in Trentham, Upper Hutt with accommodation and meals provided (if needed). You will participate in classroom and small group lessons building honing skills associated with the learning outcomes. Discussion, activities, and reflections will help you to further explore your development needs so you can be an effective capability leader. A development setting session will help you synthesise insights and create a leadership development plan, which will be shared with the cohort and your manager.

Cost

Approximately \$800 to covers assessments. Agencies will have to fund travel costs to Upper Hutt, if needed.

Cohorts

Course no.	Pre course activities	Course	Nominations close
24/01	Mar – May 2024	1 – 10 May 2024	27 Oct 2023



Lead Integrated Capability Leadership Course

This extensive programme is aimed at leaders who are moving into roles implementing the strategic agenda, developing future strategic leaders, promoting strategic collaboration and promoting organisational excellence (tier 2-3). This programme includes 5 phases over 6 months with a small cohort of 12 leaders.

Learning outcomes

After the programme you will have developed skillsets and mindsets to:

- maintain a deep understanding of yourself and how you can leverage strengths and mitigate weaknesses to lead successfully at a strategic level.
- implement the strategic agenda by ensuring a full understanding of the Government's priorities among your organisation, prioritising activities against strategic goals to ensure organisational sustainability and championing changes.
- create a diverse pool of highly capable leaders that are developing to assume more senior roles.
- promote organisational excellence by rewarding high standards of leadership and preventing negative leadership.
- encourage interagency communication, staff input, collaboration and build trust with partners.

Phases

Executive coaching phase 1

You'll complete a range of psychometric and 360 surveys to identify your strengths and develop priority areas. An executive coach will discuss your assessment profiles with you so you can discuss your development expectations with your manager.

Experiential residential phase 2 (6 days)

This residential phase provides a relaxed environment intended to help facilitate strategic self-awareness exploration through the Leadership Versatility Index 360 report, Hogan profile and peer feedback. You will reflect on your current leadership experience and participate in an experiential leadership development activity such as caving or sailing. These activities are designed to understand the leadership effectiveness of behaviour, explore your mindsets and build your cohort.

This residential is held in Motueka or Motutapu Island (see cohort information below).

Self-lead development phase 3

During this phase you will seek to implement your development strategies and be supported with coaching sessions and virtual cohort sessions.

Wellington residential phase 4 (5 days)

Held at Royal Port Nicolson Yacht Club, this phase focuses on implementing strategic agendas, promoting excellence, developing leaders and strategic collaboration. It includes boardroom type session with guest panelists, seaside chats with senior leaders and a complex strategic challenge.

A development setting session, including peer feedback, will help you to synthesise insights and create a leadership development to share with your cohort.



The phase closes with a cohort dinner with partners and your manager to celebrate completion of the course. Accommodation will be arranged with the Copthorne Hotel.

Self-lead development phase 5

During this phase you will seek to implement your development strategies and be supported with coaching sessions and virtual cohort sessions.

Cost

Approximately \$1500 to covers assessments. Agencies will have to fund travel costs to/from Auckland/Nelson/Wellington.

Cohorts

Cohort no.	Phase 1 activities	Experiential residential phase	Wellington residential phase	Nominations close
24/01	May – Jun 2024	9 - 14 Jun 2024 (Motutapu Outdoor Education Camp, shared rooms, Relaxed environment for strategic self-awareness exploration, leadership development activity: Sailing)	29 Jul – 02 Aug 2024	27 Oct 2023

Further information on the sailing activity

The following information is provided to ensure you understand the opportunity, accept the risks involved with conducting training on board a 40ft yacht sailing within the Hauraki Gulf. You need to make a judgment as to whether your physical and medical fitness will allow you to safely conduct the activity.

Why sailing is included in the programme

The maritime domain is a continuously changing environment that is unique and challenges people in ways that cannot be simulated. Operating a yacht in various types of wind and sea conditions over a number of days, will need you to operate in a team; helping and supporting others to safely navigate and sail the yacht. The way the yacht pitches and rolls in the ocean, and the team work required to operate the yacht is unique and is something that most people usually haven't done before, so it puts everyone on a level playing field in terms of experience.

Sailing involves:

- Living on-board a 40ft sailing yacht with up to 6 other people with limited personal space
- Adapting to being on a vessel which is an unstable platform and is constantly moving
- Climbing up and down companion way stairs and in and out of the cockpit
- Winding winches and pulling sails up and down
- Operating a sailing yacht in adverse conditions and at night



INSTITUTE FOR LEADER DEVELOPMENT



The yacht will be operated by the course members, but will be supervised by a Skipper and Mate who are there to ensure the safety of you and the vessel. The Skipper and Mate are highly qualified and experienced maritime operators with internationally recognised qualifications and commercial skipper qualifications.

You will spend time on the yachts each day, learning and building skills, culminating with a 24 hour period on board and cohort challenge.

Civilian personnel are required to complete a medical health declaration – MD1170 Part A.