

## Common and Core Development

We have continued to work in partnership with agencies to build a common approach to leadership development, connect and share best practice, reduce duplication of effort and resources and ensure consistent high quality.

### New People Leader (NPL) Development

#### Development and action guides

We have released version 2.0 of the self-directed guides, which align with each of the six NPL development priorities. In addition, resources to support a full programme or separate workouts have been created for HR to use in their agencies. Resources are freely available for member agencies.

Our NPL resources have been accessed over **4000** times since March.

#### Partnering with agencies

We have partnered with multiple agencies to test a variety of delivery mechanisms, including in-agency, across small agencies, and in the regions.

Several agencies are now implementing NPL programmes independently.

### Early adopters of the NPL programme



NEW ZEALAND  
**CUSTOMS SERVICE**  
TE MANA ARAI O AOTEAROA



**ARA POUTAMA AOTEAROA**  
DEPARTMENT OF CORRECTIONS



**MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT**  
HĪKINA WHAKATUTUKI



**Ministry for the  
Environment**  
Manatū Mō Te Taiao



**TE TAI ŌHANGA  
THE TREASURY**

### Leader of Leaders

#### Reference group

We have been working with a cross-agency senior leader reference group, a working group of selected learning and development specialists, and leaders themselves to shape the approach to leader of leaders development.

#### Programme pilots

Wellington and Auckland leader of leaders pilots. Across the two cohorts we have **17** leaders from **11** agencies.

### Aspiring Leaders

- We have developed a range of free web-based resources to support the development of aspiring leaders. This is self-paced learning designed to help aspiring leaders identify the essential skills, knowledge and mindset of leadership and practise applying these now.

### Leadership in Practice

- We continue to deliver our Leadership in Practice (LiP) programme, which celebrated its **62nd** cohort graduation this year.

## Leadership Assessments

#### Feedback for leaders

Using our assessments LSP 360°, LSP Essentials (180°), Professional Specialist Leaders 360°, and Aspiring Leaders Profile 360°, we have collected feedback from **3,192** people on **409** leaders about how those leaders demonstrate the 16 LSP capability areas. **98** NPL attendees have used the My Development Tracker tool to focus their development.



#### The 3 highest capability areas:

- Resilient
- Managing work priorities
- Honest and courageous.

#### The 3 lowest capability areas:

- Developing talent
- Leading strategically
- Leading with influence

### The numbers (July 2019 – June 2020)



### New digital resources for system delivery

In light of the impacts of COVID-19, in the last few months LDC has adapted the delivery of some products to deliver in an increasingly virtual learning environment.

### New virtual delivery for New People Leader Development Programme

This includes online resources for facilitators to deliver the programme in a virtual world – as well as an updated full programme that can be undertaken online.

Virtual NPL products are now available to all new people leaders.

### COVID response

LDC developed resources at pace to help public service leaders navigate work through the COVID-19 pandemic. This included guides on leading teams and sustaining team resilience through COVID-19.

### Virtual Learning Labs and Masterclasses

LDC's popular learning labs and masterclasses are now being delivered virtually. There has been good uptake and feedback to the delivery of these sessions in an online setting.

## Top Masterclasses



**David Snowden**  
SOLVING REAL WORLD PROBLEMS



**Leadership in a Crisis:**  
A conversation with  
Brook Barrington



**Leadership in a Crisis:**  
A conversation with  
Naomi Ferguson

## Evaluating development for impact

Building a consistent picture for our programmes and services.

We ask participants to rate the delivery and content of our programmes – as well as how they have applied what they learned.

## INTERVIEWING LEADERS

We interviewed **71** leaders to understand the impact of commercially available senior leadership development both here and internationally.

### HOW PARTICIPANTS RATE THE LiP PROGRAMME

