



Are you a people leader for the first time? This can be one of the most difficult transitions in your career. You'll have some great skills already, but as you move into a people leader role, what will make you successful will be quite different.

New people leader development will help you identify the skills, behaviours, and mindset you need to succeed in your new role.

Focus on seven important development priorities: **Mindset**, **Connect**, **Purpose**, **Achieve**, **Feedback**, **Develop**, **Processes**.

The new people leader development resources

are available to agencies to support their new people leaders in their first 12 months of transition. The resources provide common and consistent development to build shared mindsets and consistent capability in public service leaders.

Leaders can apply their learning in the workplace, in real-time with their teams and manager.

- › Quality material aligned to the Leadership Success Profile
- › Co-designed by LDC and leaders and agency experts across the system
- › Flexible delivery options to suit agencies and their new people leaders
- › System-wide evaluation and assurance.

Agencies get:

- › low cost resources that can be tailored to agency-specific needs, without trademark or IP concerns
- › to use their own or an LDC-recommended facilitator for workshop sessions (called Workouts)
- › options to use the materials: provide the whole programme or just some of the components.

Participants get:

- › self-paced, independent learning
- › a blended-learning approach (video, articles, conversations, peer-learning)
- › opportunities to learn while in the flow of work
- › clarity and assurance on the required development.

Options:

1. **Development and Action Guides:** New people leaders can work through seven guides independently or with others. The guides include resources to watch, read, and engage with. Download, print and write on the guides.
2. **Workouts:** Using facilitator guides, an agency can offer three-hour sessions on the development priorities. Leaders get to practise skills and discuss the learning they've gained.
3. **My Development Tracker:** A quick assessment to help new people leaders, with their managers, discover and reflect on the skills and behaviours they should focus on to develop their leadership capability.
4. **New People Leader Development Programme:** Combining the assessment, development and action guides, Workouts and peer learning, agencies can run the programme with a cohort of 12–16.



Accessing the material

New people leaders: LDC member agency employees can download the development and action guides from LDC's website.

If you don't have a login to LDC's website, sign up at: www.ldc.govt.nz or email info@ldc.govt.nz for assistance.

HR/OD teams: Find all the programme materials on LDC's HR OD Resource Hub:

- › development and action guides
- › workout facilitator guides and PowerPoint slides
- › support materials.

If you are in an HR team and would like access to the HR OD Resource Hub, email info@ldc.govt.nz

Time and cost commitments

Development and action guides: Allow five hours to complete each guide, with additional conversation and feedback time with direct-reports. There is no cost to download the new guides for LDC member agency employees.

My Development Tracker: Allow two weeks to complete the assessment process, including the development conversation. The survey itself takes about 10 minutes.

My Development Tracker rate: \$180.00 + GST per person.

The Workouts and programme: Each Workout is three hours long. As part of the whole programme, the Workouts are combined into three one-day sessions with an additional 2-hour kick-off and 2-hour recall session.

An agency can use their own or an LDC-recommended facilitator. Find out more in the Guide for agency HR teams: Engaging an external supplier – available at www.ldc.govt.nz

Peer learning: Peer-learning sessions can be added to any of the options. For example, include 2-hour Action Learning Groups in the programme, or an independent learner can include self-managed buddy learning sessions.

Find out more

TALK to your agency HR team about the ways they can support new people leaders

VISIT: www.ldc.govt.nz to access new people leader resources

EMAIL: info@ldc.govt.nz for further assistance