



# Leadership in Practice

## Application form

Leadership in Practice (LiP) is LDC's highly-regarded nine-month development programme for experienced leaders who are ready to broaden their leadership impact and strategic influence across the system.

LiP provides an immersive development experience that will challenge you to develop the self-awareness, mindsets and skills needed to enhance your personal leadership effectiveness and impact. Expert facilitators support and challenge you to reflect on your leadership style and consider what behaviours and attitudes are helping and hindering your success.

With a strong focus on development planning, LiP includes individual coaching and peer learning to help you work towards and action your development goals.

LiP may be suitable for you if you have experience leading others and want to:

1. broaden your leadership impact, presence and strategic influence
2. fine-tune your leadership and influencing skills
3. reflect on and plan your next development goals
4. develop greater cognitive and behavioural self-awareness
5. build your professional profile and grow your peer network.

Find out more about LiP on LDC's website:

[Leadership in Practice](#)

### Time and cost commitments

It's essential that you commit to attending all parts of the programme over the nine-month programme period to maximise the value of this leadership development opportunity.

The programme runs for nine months and includes:

- a two-hour kickoff session
- a four-day residential (live in)
- monthly Action Learning Groups
- individual coaching with the programme facilitator
- peer and manager support (including three-way conversations between the participant, manager and facilitator, and regular development conversations).

**LDC members rate:** \$11,950 + GST

**Non-member rate:** \$16,500 + GST

### Application instructions

Download and save this application form to your files before you begin filling it out.

Please answer all the required questions\*.

You should allow about 20 minutes to complete this form.

Schedule time to talk to your manager and general manager HR about your application. You will need their endorsements to apply.

Email the completed application to  
[LDCProgrammes@ldc.govt.nz](mailto:LDCProgrammes@ldc.govt.nz)

### Application closing dates

Applications should be submitted no later than two months before the scheduled kickoff session of your preferred programme cohorts. See page 2 for the 2021/22 programme schedule and application deadlines.

### Agency and manager endorsement

Your application must be supported by both your manager and agency general manager HR.

Some agencies have their own internal selection process for LiP. Before you begin your application, please check with your agency general manager HR or equivalent.

Please provide the details and endorsement confirmation of your manager and agency general manager HR on page 5.



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## **\*Current employment**

Current agency/organisation:

Current position (role):

Date commenced:

Briefly describe your role (e.g., responsibilities, challenges, budget responsibility, number of direct reports, achievements):

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## **\*Previous two roles**

Role:

Agency/organisation:

Responsibilities:

Date employed:

Reason for leaving:

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Role:

Agency/organisation:

Responsibilities:

Date employed:

Reason for leaving:

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## \*Career aspirations and personal reflections

Please answer the following questions to help us understand your career and leadership development aspirations, and your suitability to participate in LiP.

- Please describe your career aspirations.
- What will you bring to LiP and why do you think you should be selected? (Think about your strengths and leadership experiences.)
- How do you expect to personally benefit from successfully completing the programme?
- How do you expect your team and agency to benefit from you successfully completing the programme?
- What does the **Spirit of Service** mean to you?

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## \*Agency and manager endorsement

### Manager

Name:

Role:

Work phone:

Mobile:

Email:

### Endorsement

I support this application.

### General Manager Human Resources

Name:

Role:

Work phone:

Mobile:

Email:

### Endorsement

I support this application.

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## Terms and conditions of enrolment

If you are accepted onto LiP, payment is required in order to confirm your place. Fees are payable on receipt of the tax invoice.

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## Cancellation and refunds

We will not refund the programme fee if you cancel your enrolment within four weeks of the programme kickoff date.

If we receive notice of cancellation within the following timeframes, you will incur charges as follows:

- Within 2-4 weeks of the programme kickoff date: 50% of programme fee.
- Less than 2 weeks before the programme kickoff date: 100% of programme fee.

For three-way conversations and coaching, less than 24 hours' notice of cancellation will result in you being charged for facilitator time, in addition to the cost of the programme.

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## \*Applicant

We encourage you to discuss your application with your manager and agency general manager HR well in advance of the application deadlines. Your agency may have an internal LiP application process to follow.

If your application is accepted, you will need to complete a brief enrolment form.

1. I confirm that the information given in this application is complete and accurate to the best of my knowledge.
2. I understand that the information requested in this application form will be used solely for the purpose of assessing my application for Leadership in Practice, and that personal information contained in the application will be made available only to the LDC and LiP facilitators. LDC will retain this application.
3. If I am accepted onto Leadership in Practice, I will commit to attending all parts of the programme, over the nine-month programme period. This will include completing the necessary assessments and evaluations, full attendance at the four-day Residential and Action Learning Groups, and committing to development conversation opportunities and pre-work and online study.

I have read and accepted the above.

Date:

Complete and send your application form by the deadline outlined on page 2.

(The form will be sent to [LDCProgrammes@ldc.govt.nz](mailto:LDCProgrammes@ldc.govt.nz))

