

Ecosystem for leadership development

We've continued to work in partnership with sector 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.

The picture so far:



32 agencies collaborating – sharing knowledge, content and views on leadership development



131 courses/programmes listed by 25 agencies – **ranging from 2-hour workshops to 18-month leadership programmes**



6 Working group meetings of OD/L&D specialists from **16 agencies** to develop new people leader development programme material



New People Leader development programme piloted by two agencies

Reference group of senior leaders from six agencies established to start developing **Leader of Leaders** programme

New People Leader Development

New resources for agencies and their leaders to use:

Development and Action Guides:

Self-paced learning for new people leaders to work through seven development priorities: Mindset, Connect, Purpose, Achieve, Feedback, Develop, Processes

Facilitator Guides for Workouts:

Six three-hour facilitated sessions, where leaders can practice skills and use the learning they've gained through the Development and Action Guides

My Development Tracker:

A quick assessment to help new people leaders reflect on their transition, with their managers

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 new people leaders in-agency

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 **2,222** people on **415** leaders about how those leaders demonstrate the 16 LSP capability areas.

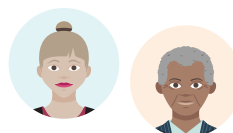
Through our analysis we're seeing the three highest capability areas: honest and courageous, resilient, and leading at the political interface, and three lowest capability areas: developing talent, leading strategically, and leading with influence.

Leadership insight

31 senior leaders received LDC coaching as part of the Leadership Insight assessment process

Supporting the Career Boards

LDC supported the Career Boards and individual senior leader development, including senior leader development coaching.



Creating system-wide networks through people in programmes and Learning Labs

High-users of LDC's programmes



10

universal LDC programmes

15

customised LDC programmes

348

programme participants from 51 agencies

245

people from 47 agencies attended 11 Learning Labs and Master Classes

5540

subscribers

5

LDC Fellowships

The numbers (July 2018 – June 2019)

New digital resources for system delivery

Leadership Learning Hub

An online portal for new people leaders to find common development resources focused on seven development priorities. Self-paced, interactive learning, with individual online learning record. **39 new resources**

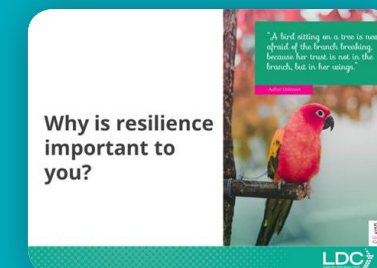


HR OD resource hub

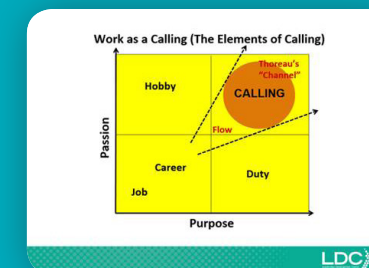
Information and resources for HR OD professionals to use and share across the system as agencies develop the capabilities of their leaders. Includes curated programme materials, videos, learning ideas and articles, recommended by agencies. **58 new resources**



Top Learning Labs



New ways to boost your own resilience, and your team's
BRENDA RATCLIFF – CHRISTCHURCH



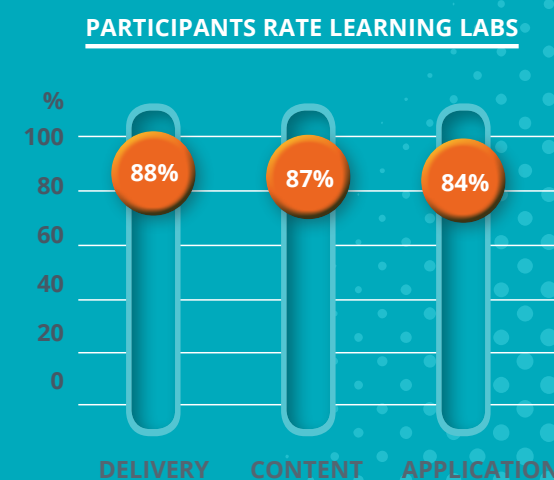
Explore your vision, values and sense of purpose as a leader
DR PETER CAMMOCK – WELLINGTON



Courageous conversation: Exploring cultural responsibility and race in the public sector
DR MATTHEW FARRY – WELLINGTON

Working across the system

Evaluation Framework – measuring our impact – building a consistent picture for our programmes and services



He ngākau **TITIKAHA**,
he hononga **TANGATA**

PROMOTING A confident & connected **CULTURE**

