

Leadership Insight – highlights



565 Tier 2 and Tier 3 leaders from 41 agencies are currently enrolled in the Leadership Insight Assessment. We are **working one-on-one with 143** of these leaders (26%).



By November 2016 we completed **development conversations with 73.2% of these leaders.**

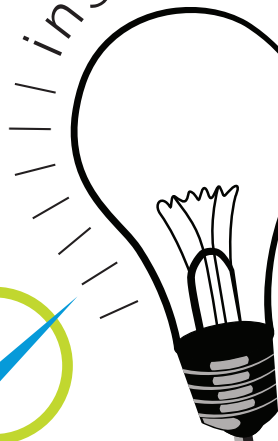
73%

Tier 2 leaders: **73% completed** development planning conversations and preparation for chief executive conversations.



Tier 3 leaders: **26% completed development planning** conversations and preparation for senior manager conversations.

insights



More people in programmes and Learning Labs – creating system-wide networks

High-users of LDC's customised programmes:



High-users of LDC's universal programmes:



The numbers (January-November 2016)



Designing new approaches and concepts

Assessments – feedback for leaders

Since January 2016, we have collected feedback from **3,634** people on **342** public sector leaders about how those leaders demonstrate the 16 capability areas of the Leadership Success Profile, using our in-house assessments LSP 360°, LSP Essential (180°) and PSL 360°.

We're seeing gender differences



Females are rated higher in areas relating to talent management, and males at displaying individual leadership characteristics.

We've adapted our assessments for different types of leaders in different types of organisations

Another option has been added to our assessment platform (a 'professional styles' assessment) for people to explore their motives, preferences, needs and talents in critical work areas. We are creating new assessments to provide leaders with better information about their capabilities and development areas.



Designed for thought leaders to enable them to hone their leadership skills.



Adapted for district health boards and the engineering sector.



To facilitate conversations between leaders and their managers.

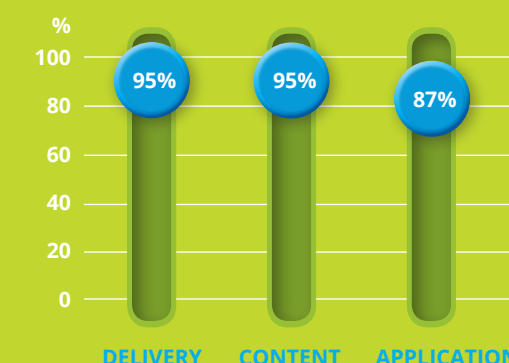
Working across the system

Evaluation Framework – measuring our impact – Building a consistent picture of our programmes and services

Our evaluation framework measures:

- Delivery** – how effective was the facilitation, logistics and courseware, including materials.
- Content** – how relevant was the programme or Learning Lab and how well it met the participants' needs.
- Application** – how effective was the programme or Learning Lab in developing specific leadership capabilities.

PARTICIPANTS RATE LEARNING LABS



Leadership Insight evaluations

INITIAL RESULTS SHOW:

71
completed

One-on-one coaching with an LI participant is more likely to result in an individual development plan informed by their LI results.

LDC's coaching was rated highly – those who received coaching rated LDC's online resources more highly than those who opted for online support only.

Focus on Auckland

Driving greater collaboration and knowledge sharing between Auckland and Wellington public servants – promoting LDC to the Auckland market

- 102** participants at Auckland Learning Labs from 20 agencies
- +566%** participant engagement increase from three agencies to 20 agencies in 2016
- 156** new members signed up from 23 Auckland organisations

Customer experience

