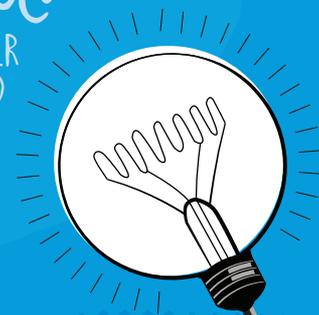


We build great public sector leadership so that New Zealanders get the best services

Confident
STRATEGIC inspiring
COURAGEOUS
COLLABORATIVE authentic
DYNAMIC CUSTOMER FOCUSED



“

It's the connectivity that LDC provides that's really relished by senior leaders.”

“LDC opens doors for senior leaders and helps them access the experts they need to broker the relationships that are the right fit for them.”

“LDC enables faster delivery by connecting people across the public service to learn from each other and prevent 'reinventing the wheel'.”

“The residential programme was the best I've ever been on; hugely thought provoking, honest, challenging, supportive, energising and fun too.”

WHO we are

20 staff specialised across these areas – executive coaching, research and data analytics, industrial psychologist, system leadership programme development, programme design and management, customer experience expertise, engagement and communication.

Becoming a branded business unit – the 2016 LDC Review looked at how well LDC's products and services were aligned with system need. One of the recommendations was to bring the functions of LDC into a branded business unit within SSC, to better deliver on the BPS2 programme.

Strong focus on our delivery function – we work in partnership with agencies across the system to deliver a range of products and services including research, assessments, programmes, workshops, masterclasses, toolkits, online resources, evaluation and assurance, and expert leadership advice.



HOW we work

We connect people, information and research to build great leadership talent for New Zealand

We listen to our customers so that we design and deliver what's right and the best for the public sector

We give things a go, we learn quickly, we always deliver

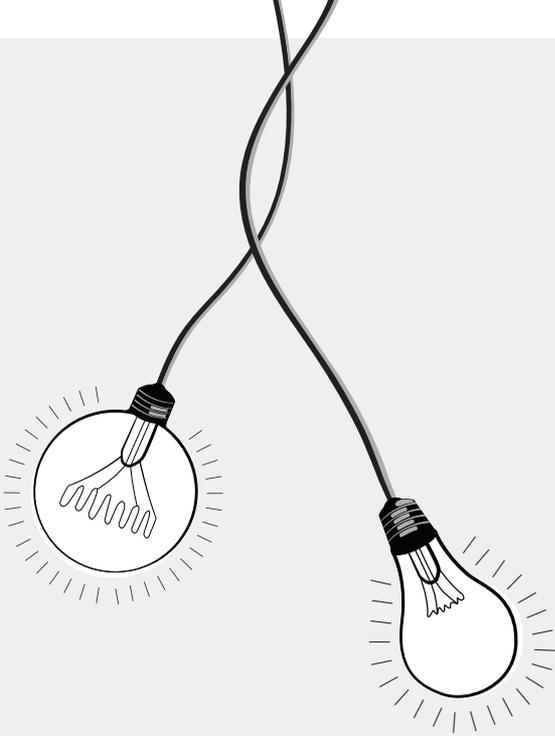
We use a leadership brokerage model approach to how we work which means when we give advice or develop a product, it's backed up by knowledge, data and research - either our own or international.

We work across, up and down the system which means we're collecting information that helps inform and shape investment and resource decisions on talent and leadership development.

We measure our effectiveness – we strongly believe that to maintain our credibility, we need to know what's working and not working. We regularly provide our customers and partners with a picture of our performance as measured by our customers.

OUR HISTORY - MOVE FROM INDIVIDUAL TO SYSTEM FOCUS





WHAT we know

We know that development should not occur in isolation – there needs to be an integrated approach which encompasses succession planning, talent management and operating environment.

We need to provide more opportunities through research and our programmes, to increase understanding of digital leadership and leading diverse and inclusive teams.

We know there's duplication of resources across the system so we are underway with work to identify and share best practice and resources and to build a common and consistent approach to leadership development.

We know that getting greater buy in from managers when their direct reports are on a programme will lead to leadership conversations and spreading the learning within agencies.

Who we work with

Chief Executives and their teams – they provide the strategic direction setting that underpins leadership development at a system level.

Senior leaders – our close partnership with senior leaders is integral to identifying what we need to focus on, why it's important to the system, and how we can develop and deliver the right intervention.

The **HR/OD community** – we actively engage with this community to connect them with each other and to draw on their collective knowledge of the agency operating environment.

Our **provider panel** are our trusted working partners – they work with us to design and deliver programmes across the system.

Academic community – we connect with academics from international jurisdictions to inform our own research and shape our advice and direction.

WHAT we don't know

What the workforce of tomorrow will be and how/who we develop now, and for the future.

How fast leadership development will move towards being integrated across the system.

What and how the funding model will drive the direction and focus for system leadership development – what will be the future focus.

2012 - 2014

System and individual focus

2014 - 2020

System-led investment approach

WHAT we deliver

We have a range of products and services that we deliver for the system:

System report and analysis comprising 536 360 reports and 205 AfD reports from participants across 30 agencies.

Analysis of system data of revised LSP 360 across 75 public sector leaders.

System-level response to Leadership Insight process which assessed 243 public sector leaders – including recommendations for future investment and actions required to lift system capability.

- Programmes – customised and off the shelf
- Research and analysis
- Career and executive coaching
- Learning Labs
- Masterclasses
- Toolkits and online resources
- Assessments
- Evaluation and assurance advice

Deliverables at a glance

960	participants across 15 themed Action Learning Groups
8	Ministry of Primary Industries Directors' Programmes
5	Leadership Development Programmes
54	Leadership in Practice cohorts
18	Management in Action cohorts
161	Assessments for Development
1310	360 degree assessments
9	Building Capable Managers
118	individuals coaching sessions through Leadership Insight
8	Scholarships
21	Fellowships

WE LISTEN
to our customers
WE CONNECT
people
WE ALWAYS
DELIVER