Ngā Kōrero Hou Update

LDC Ara Kaiarahitanga
Leadership Development Centre

1 July 2023–30 June 2024

As a business unit within Te Kawa Mataaho Public Service Commission, the Leadership Development Centre is the primary vehicle for Public Service leadership development.

Our team of 20 focus on creating great leaders, united around a spirit of service and skilled in working together to achieve positive results for New Zealand. We're also developing centralised learning to support the Public Service Act. Building the key skills, capability and knowledge on those things unique to being a public servant. Our $4 million operating budget is drawn from member levies and user pay services.

The numbers (1 July 2023–30 June 2024)

25 programmes

391 programme participants

868 leadership assessments

2400 users logged in to access resources

We continue to trend up compared to the same period last year (22/23) ↗

Public Service Core Learning Hub

We formally launched the new Public Service Core Learning Hub along with a new public sector induction - Te Waharoa o te Rāngai Tūmatanui | The Gateway to the Public Sector in Q3.

We have seen great uptake from agencies including the new induction and other learning on the Hub into their existing learning programmes. Evaluation data for the Hub and induction from both agencies and learners has been positive.

The Hub also hosts learning across **6** system capability areas, with a total of **21** different learning resources available in the System Capability section and more coming. In Q4, we revamped the System Capability section due to an increase in demand to host learning on the Hub.
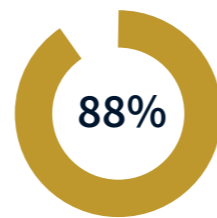
> "I love how you have made it all so flexible – something for every agency and every public servant"

23,343 page views across Hub webpages

15 agencies have asked for induction e-learning files for their inhouse learning management system
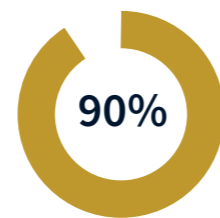
90% rated 4 or higher out of 5
How likely would you be to recommment this training to others?

88% rated 4 or higher out of 5
How much will this information help you on the job?

Lifting leadership capability

To date we've had over **1400** leaders through one of the common and core development programmes.

Te Manutaki | New Senior System Leader
We ran **7** cohorts with **93** leaders.
Our executive coach had **99** coaching sessions with leaders.

Te Kaitaki | New Leader of Leaders
We ran **3** cohorts with **40** leaders.
6 cohorts were run internally by **3** different agencies.

Te Kaihautū | New People Leader
We ran **7** cohorts wtih **99** leaders.
24 cohorts were run internally by **11** different agencies.

We continue to use evaluation data and agency insights to review and refresh our programmes. This year we focused on Te Kaihautū, including ensuring accessibility.

We ran **5** cohorts of **Te Putanga | Leadership in Practice** with a total of **80** leaders. Aggregate Net Promoter Scores show the programme is highly regarded by participants with post-residential evaluations placing it in the 'Excellent' category and post-programme evaluations placing it in the 'Great' category.

In Q2, cohort 2 of **Te ara ki Matangireia** finished. The post-programme evaluation showed the programme exceeded participant and mentor expectations. In Q3, we kicked off cohort 3 with **35** young Māori emerging leaders and **35** senior leader mentors.

**38** leaders supported by our Brokering Service

46 HR/OD individuals trained to debrief our LSP 360 assessments

5 new toolkits released to support leaders

This year we managed the nominations process for:

- **48** public service spaces on NZDF leadership programmes,
- the ANZSOG Executive Fellows Programme and the Executive Master of Public Administration,
- the Ria McBride Public Service Award (congratulations to Chloe Graham-Stewart, Ministry of Justice)
- New Zealand Harkness Fellowship (congratulations to Sarah Box, MBIE).

In Q3, we opened applications for LDC Fellowships.
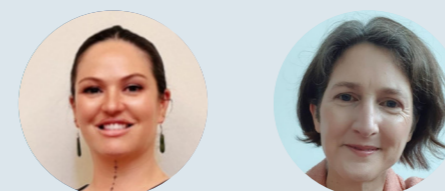
After two pilot cohorts, we launched the **Experienced People Leader programme** in Q4. It supports the development of experienced people leaders who want to further hone their leadership practice.

We're supporting **2** agencies to run the programme next year and over **20** more are exploring this cost efficient option.

Te Hōtaka Kaihautū Tāngata Whai Wheako | Experienced People Leader Programme