

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–30 September 2024)



Unique learning for public servants

Core capability

In Q1, we published learning clusters on the Public Service principles and political neutrality. These clusters include learning in a range of formats such as e-learning modules, conversation guides and videos.

83 agency representatives tuned into our core capability showcase. Hearing directly from other agencies about the strategies used to successfully integrate core capability learning into their organisation. To date, **18** agencies have loaded this directly on their learning management systems (LMS), easy access for roughly 25,000+ FTEs.



System capability

In Q1, we added **2** e-learning modules on conflicts of interest and sensitive expenditure from the Office of the Auditor General. The Finance capability webpage continues to be the most viewed and used learning of the system pages in the Public Service Core Learning Hub. We believe this is due to the broad audience appeal for finance capability learning. There is also a large technical component to the training that means learners may be more inclined to refer to the learning when they need support on the job.

Creating system efficiencies

In Q4 2023/24, we launched the materials for Experienced People Leader, a programme designed centrally to be delivered by agencies, creating system efficiencies in programme design costs. This quarter, Te Waihanga, the New Zealand Infrastructure Commission has been delivering the programme to its leaders. We have also been supporting Ministry of Justice as they look to launch in Q2.

Programme delivery and updates

In Q1, we ran:

- **4** cohorts of Te Kaihautū | New People Leader Development
- **1** cohort of Te Kaitaki | New Leader of Leaders Development
- **2** cohorts of Te Manutaki | New Senior System Leader Development
- **3** cohorts of Te Putanga | Leadership in Practice
- **1** cohort of Te Ara ki Matangireia.

Te Kaihautū programme refresh

Changes included:

- A redesign of the Development and Action Guides.
- Improved user experience for agencies and participants.
- Continuous alignment to Public Service expectations.



30 HR/OD practitioners attended our online session to hear about the changes. Feedback included:

“Well considered changes. Thank you for keeping this programme up to date and aligned to the needs of the NZ public service”

“Well done team, very responsive changes”

Supporting Te Pae Turuki, Public Service Leaders Group (PSLG)

Cohorts 11 and 12 of Te Manutaki (Common and Core development for new PSLG members) finished in September. Chief executives sponsors Una Jagose and Leuanae Laulu Mac Leuanae helped to wrap up the final session. Guest speakers in Q1 included Sheridan Smith, Te Arawhiti; Gaye Searancke, Te Kawa Mataaho Public Service Commission; and Lisa Fong, National Cyber Security Centre. Our executive coach held **19** coaching sessions with participating leaders.

6

nominations for ANZSOG's Executive Fellows Programme supported

7

leaders supported by our Brokering Service

3

LSP debriefers accredited

1

new member agency - Ministry for Regulation

LDC and Harkness Fellowships

Ben Clark was announced as the 2024 LDC Fellowship 2024 recipient. His fellowship 'Joining the dots: how do we help our people lead complex systems' will explore system leadership and its value, informed by case-studies, leadership models and mātauranga Māori.

In August, we hosted Harkness alumni and guests including Minister for the Public Service Hon Nicola Willis to an event to formally announce 2024 Harkness Fellow Sarah Box.

