

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 October–31 December 2024)



LDC delivered programmes

In Q2, we ran 7 leadership development programmes, including 3 cohorts of Te Putanga | Leadership in Practice. In October, cohort 80 started with the residential component featuring guest speakers: James Palmer, Secretary for the Environment and Lil Anderson, Chief Executive, Office for Māori Crown Relations - Te Arawhiti. In November, cohort 78 had its final peer learning group and graduation.

Cohort 3 of Te Ara ki Matangireia | Māori Emerging Leaders Programme finished in December with 35 Māori public servants graduating from across 12 core agencies.

Supporting agencies running LDC programmes in-house

In Q2, ACC, Ministry of Justice and Ministry for Primary Industries started cohorts of Te Kaihautū | New People Leader Development. We also supported ACC and Ministry of Justice to run their first cohorts of Experienced People Leader Development.



Nominations management

We received 44 nominations across 15 agencies for Public Service spaces on New Zealand Defence Force leadership programmes from July 2025. We received 49 expressions of interest across 13 agencies for participants on cohort 4 of Te Ara ki Matangireia | Māori Emerging Leaders Programme. We continue to seek mentor applications. Cohort 4 starts in early 2025.

Programme design

Design is well underway for the Executive Leader Development Programme starting next year. This 9-month learning journey for experienced tier 2 and 3 public service leaders aims to elevate their leadership to greater levels of performance and delivery. As part of the design, we've meet with internal and external subject matter experts and stakeholders (including chief executives and heads of HR).

Building capability of all public servants

There are now 20 agencies hosting Te Waharoa | Public Sector Induction on their in-house learning management system, meaning approximately 27,500 public servants have access to this learning through their agency. In Q2, we added learning on free and frank advice and machinery of government to our core capability offerings.

Learning assets on conflict of interest and sensitive expenditure from the Office of the Auditor General were also added to the system capability section.

We partnered with the Serious Fraud Office to create fraud awareness learning and the Comms Head of Profession for learning resources on creating public sector communication. Both sets of learning will be available during Q3.



Senior leader development

In October, 42 senior system leaders across the public sector joined a masterclass on political neutrality with Andrew Kibblewhite and Rachel Hayward. It received great feedback with 100% of leaders rating it 4 or higher, out of 5.

Through brokering and coaching requests this quarter, we've noticed an increase in requests for mentors as senior leaders explore career pathways and next steps.

"The practical examples provided were excellent. Thoroughly enjoyed hearing from these two speakers! So helpful to my role and also helping others in my organisation navigate some tricky stuff."

In October, we connected with coaches on our pre-qualified panel over two sessions. Our own observations, confirmed by the coaching panel, is that leaders are seeking coaching to support them with:

- Leading through change and uncertainty.
- Leading others through change, rebuilding organisation/team culture.
- Leaders feeling pressure to do day to day, little capacity to focus on self.
- Resourcing restrictions, personal vs organisational values.
- Managing wellbeing/self-care.

We signed the statement of work for phase 3 of the Digital Platform that integrates the LDC CRM into the Digital Platform. This quarter, we:

- worked on the Privacy Impact Assessment
- ran co-design workshops
- cleansed data for migration
- started work on API (our CRM talking to our website)