

LG Executive Leaders Programme

Developing the next generation of Local Government leaders using brain based science.

 **LG Leadership Pathways**
A SOLGM SERVICE



Programme Overview

LG Executive Leaders Programme

The Executive Leaders Programme is a 12 month programme designed to develop the next generation of local government senior leaders and Chief Executives. This programme brings together the latest thinking in brain based science and leadership effectiveness and, as such, is unique. It is a cohort based experience balanced with the emphasis on meeting the development needs of the individual.

Outcomes

A cohort of leaders who have the ambition, aspiration and skillsets to be credible candidates for very senior leadership and Chief Executive roles. The programme focusses on leadership self-awareness and tailored learning. It is designed to produce leaders who can adeptly balance people leadership with tasks and outcomes and who understand the demands of the strategic and operational context of the Local Government sector.

The Executive Leaders Programme does not look to duplicate or even emulate previous developmental experiences, rather to focus on the “who” of leadership, not so much the “what” of leaders and leadership. As academic and author Marshall Goldsmith says “what got you here won’t get you there”.

Pre-work

Applicants are required to:

- Be nominated by a current Chief Executive, who commits to remain a sponsor throughout the programme. SOLGM will also consider applications from those who have extensive leadership experience at the Tier 3 level, have attended the LG Accelerated Leadership or equivalent programme, and have the support of their manager

- Submit an individual application outlining why they want to attend, what they will bring and what they hope to achieve.
- Complete an LSP 360 assessment – based on the State Service Commission's Leadership Success Profile (LSP) detailed in the following pages – which SOLGM will provide and is included in the costs.
- Complete an MBSLA brain based leadership assessment which SOLGM will provide and is included in the costs.
- Pre-reading as agreed (this will be sent to participants prior to the commencement of the programme).

Course Breakdown

Commencement residential event – 3 days

Cohort members come together to explore the wider operating context, the leadership required for the future and what they need to develop individually and collectively over a three day residential component held off site.

5 – 7 November 2018 (flying in 4 November if necessary with one night's accommodation at your own cost)

Venue: Wallaceville House, Upper Hutt

Rest of programme – 11 months

A one-on-one coaching session by Skype or phone to agree on personal goals one month following the residential event. There is one further complimentary one-on-one coaching opportunity and then participants may elect to continue coaching as required at their own expense.

First 1 hour coaching session – to be made with each individual to suit

Second 1 hour coaching session – to be made with each individual to suit

Individual appointments for your coaching sessions will be made with you during the residential event.

Workshops

Three cohort based Action Learning review sessions in Wellington. This will include topic speakers based on group learning needs. Participants may also elect to work on a system project and come together to present their findings on completion of the programme.

13 February 2019

16 May 2019

4 September 2019

Venue: To be advised

Leadership matters

Strong leadership at every level in the State Sector will transform the experiences of New Zealanders.

We currently have a pool of good agency leaders who deliver in context of their agencies. What we are now working towards is a group of leaders who can both lead their agencies well and work together to have an impact across the entire State Sector system. This is not an easy shift, but one that with focused effort and the right incentives in place, will deliver the types of leadership required to enable us to deliver better collectively.

This Leadership Success Profile (LSP) has been designed to have an inclusive view around leadership. It is for the many, not the few. This is a different model of leadership than we have exercised before.

The metaphor used through the design is that of a compass. 'True North' guides. This is ultimately about the customer who uses our services – everyday New Zealanders. Each aspect of the compass must orientate and balance to achieve results – our strategy, our delivery and our people. There is also a recognition that points of the compass create tensions – how do I achieve this AND that? How do I create what is good for the parts and good for the whole?

The outer rim is a bezel, which also guides. At the centre is the leader themselves – their character described by the attributes. An individual's leadership will look different based on personality and external circumstances (role, experiences, culture, gender, age). But, every leader must master the fundamental attributes.

The previous LSP has been used as a starting place, recognising that Strategy and Delivery were the key aspects of the profile. The Talent Management and System Leadership aspects are new and reflect the new demands of the leadership landscape. The core aspects of the framework are translatable across the leadership pipeline and into functional and professional areas.

New Zealand Government

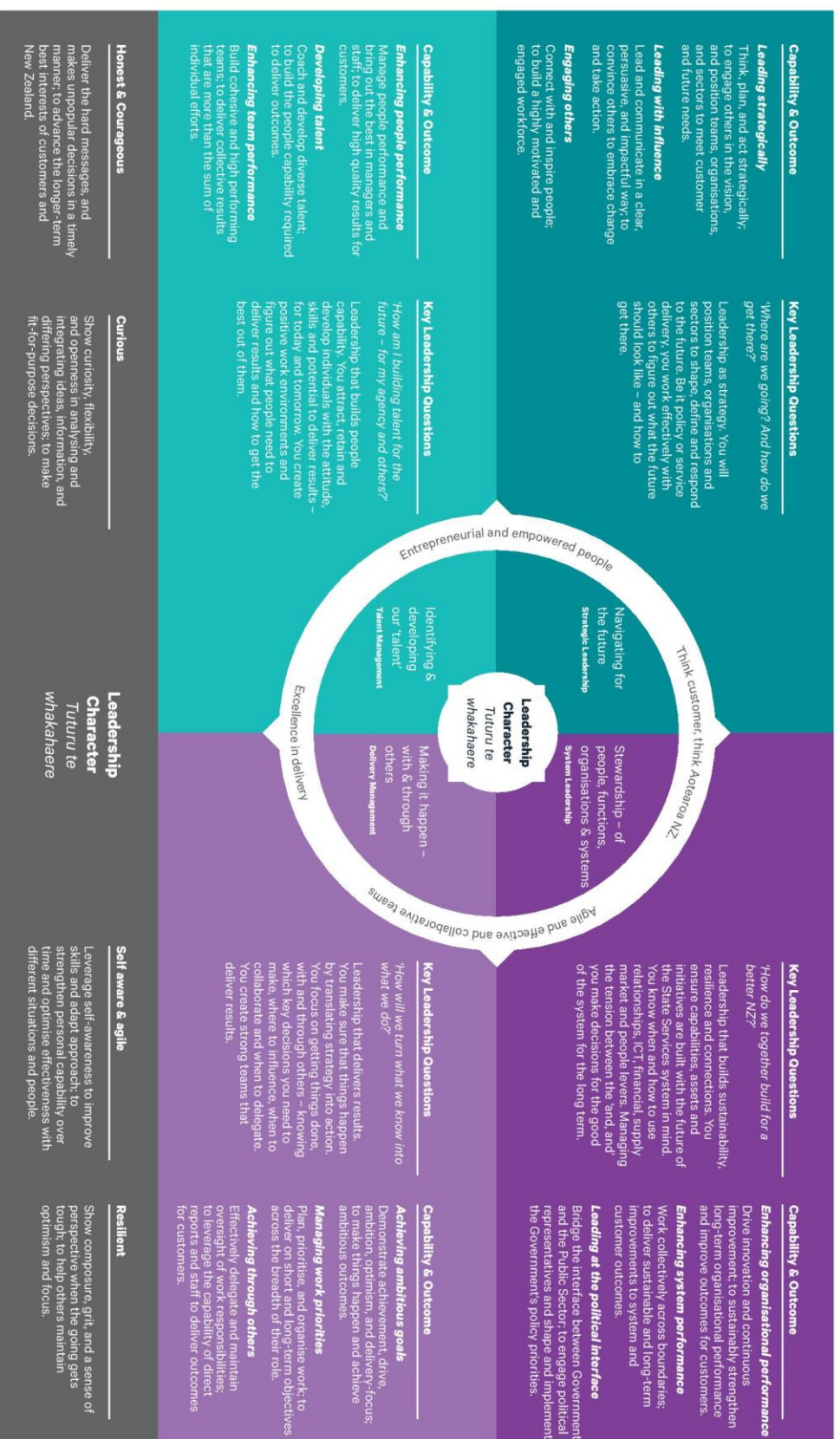
STATE SERVICES COMMISSION
Te Komihana O Ngā Tari Kāwanatanga



LEADERSHIP SUCCESS PROFILE

New Zealand Government

TAIŌI SERVICES COMMISSION
TAIŌI Kaitiaki & Māori Leadership



Programme Facilitator

This programme is a SOLGM driven initiative in partnership with Continuum Consulting. It is unique in design having specifically been developed for the NZ local government sector.



Jennifer McDonald
Director, Continuum Consulting Group

Jennifer is a senior leadership development practitioner, specialising in the Neuroscience of Leadership. She has a business background, having begun her career in the City of London, as a shipbroker and member of the Baltic and Mercantile Shipping Exchange. She is a senior provider to the Government Leadership Development Centre.

Her work is primarily in the areas of:

- Development, design and delivery of long and short term leadership programmes.
 - Development and delivery of neuroscience of leadership programmes and workshops.
 - Using neuroscience principles to design and support organisational change.
 - Leadership development consulting solutions for organisations.
 - Senior executive coaching; working with individuals and senior teams to support them in becoming more effective leaders of people and results.
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Residential Venue details

Wallaceville House, Upper Hutt

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SOLGM contacts

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