



## The New Zealand Leadership Programme 2021 Information

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### Leadership New Zealand – About Us

For the past 16 years, Leadership NZ has been creating a fully connected, authentic and culturally aware leadership culture across New Zealand, enabling our leaders to effect and transform positive social, economic and cultural change across society.

We are passionate and courageous in delivering leadership experiences that embrace diversity, inclusiveness and a connected leadership community. Our mission is to build an exceptional leadership culture that develops and celebrates resilient, courageous, authentic leaders who:

- Have a strong awareness of issues of significance for New Zealand;
- Value diversity, engage in meaningful conversation, connect and work successfully across difference;
- Build and transform organisations, communities and effect positive change across society.

Leadership NZ aims to ensure that New Zealanders in positions of influence are equipped for the challenges of leadership. We are champions of diversity, crunchy conversations and developing resilient leaders. We believe that diversity is a key enabler to achieving higher levels of engagement, creativity and innovation and have a proud legacy of educating on the basis of diversity of thought and perspective.

We nurture and connect leaders through our leadership development programmes, thought leadership events and our community engagement activity. The focus of these activities is to bring leaders from every generation and every sector of New Zealand together, to connect them through conversation and to challenge them with making a difference for the better in the communities in which they live, work and play.

### The New Zealand Leadership Programme

The New Zealand Leadership Programme (the Programme) is focussed around immersive and experiential retreats, which are held over a 10-month period (February – November). The 2021 programme will involve five 4-day retreats, as well as four single day online sessions held in between the retreats. It provides a uniquely respectful, open and honest arena for dialogue, challenge, critical enquiry, reflections, skills development and deep learning.

We challenge our participants to take themselves to their learning edge, to be honest with themselves, develop their self-awareness and societal-awareness, and step forward in their organisations and communities to lead change for the better.

Diversity is a key enabler to achieving ever higher levels of societal engagement, creativity and innovation. We are proud of our legacy of excellence and innovation in educating on a basis of diversity of thought and perspective. We take participants on a journey so that they can become the best leader they can be. Our participants and speakers represent the diversity of leaders across New Zealand.

Through experiential individual and group activities and a wide range of tools and resources (including creative and design-thinking methodologies, critical thinking, tools for increasing resilience and managing stress, leading through coaching and much more), participants develop unique insights, build greater confidence, self-awareness and emotional intelligence.

The Programme is distinctively grounded in the New Zealand context. It is unique in developing personal leadership skills and awareness while addressing the key issues that New Zealand faces and has been designed for participants to:

- Explore new ways of thinking, developing the cultural intelligence needed by leaders of tomorrow
- Examine and test values, world views and assumptions
- Develop an in-depth societal awareness
- Feel confident to step forward and create change
- Develop strategic leadership capabilities to meet 21<sup>st</sup> century challenges
- Broaden horizons through unique personal and professional approaches
- Reflect on their personal values, creating changes in value set, strengthening existing values and understanding the relationship between their own values and how they want to lead
- Build networks beyond professional practice and apply leadership to make a difference in your organisation and community
- Grow a greater confidence in growing others
- Expand self-awareness, resilience, creativity and an action focus

Organisations benefit through participants coming back from the Programme with a stronger sense of who they are and what they have to contribute. They are more focused leaders and more able to deal with complexity and ambiguity. The return is better delivery of the strategic objectives in their role in the whole organisation. They are more focused on delivery – through pace, collaboration, alignment and a much greater awareness of what it takes in order to deliver.

### **We are searching for leaders to take responsibility for New Zealand's future...**

- Are you prepared to lead in our rapidly changing world?
- Are you ready to examine and test your values, worldviews and assumptions?
- Are you prepared to challenge and be challenged?
- Are you prepared to step up and lead positive change – with and without formal authority?
- Are you striving and motivated to build your leadership capabilities, to meet twenty-first century challenges?
- Are you seeking to broaden your horizons through a unique personal and professional approach?
- Are you willing to step outside your comfort zone and be open to new possibilities?
- Are you committed to exploring new ways of thinking, developing the cultural intelligence needed by the leaders of tomorrow, building new networks beyond your area of professional practice, and applying your leadership to make a difference in your organisation and the community?

If this is you, to help you determine if this Programme is for you, consider the following:

Participants are carefully selected as mid-career leaders from a diverse range of sectors across New Zealand. We seek individuals who:

- Are talented leaders with at least 10 years' experience in their sector
- Care about New Zealand and its future
- Are in a position of strategic influence
- Have demonstrated leadership capacity
- Have senior executive support from their organisation
- Are able to commit (the Programme spans 10 months across New Zealand and attendance is essential)
- Are committed to continuing their leadership growth after the Programme via community involvement and/or volunteering for Leadership NZ's community projects
- Are residents of New Zealand

Each cohort is drawn from diverse backgrounds and sectors of the community to reflect a balance of profit/not-for-profit, private/public leaders, a range of ages, gender, ethnicity and regional representation, and are selected based on merit via an interview process. Places are limited to a maximum of 36 participants each year. Some scholarships are available to assist community leaders who would not otherwise be able to participate in the Programme.

Experience has shown that when candidates have a critical mass of the criteria noted above, they are likely to gain more from and contribute more to the learning experience. They are also more likely to transfer their learning to their organisation, community and beyond in a way that is mutually beneficial.

Our Programme graduands join their alumni peers as New Zealand leaders who make a difference. At the end of 2020 there will be over 500 Leadership NZ Alumni. These leaders hold knowledge that enables them to harness the diverse intellectual capital of their organisations and build this into a competitive edge. They join the next generation of leaders creating richer solutions for the complex challenges that New Zealand is facing in every aspect of our society.

We are proud of our place in being servants to wider community good. Our alumni are continually giving back to the communities in which they live, work and play. It is part of who we are to stimulate and lead the bigger conversations that become the catalyst for change – personal change, organisational change, community change, societal change and global change.

Applicants must have the full support of their organisation and approval from their CEO/Sponsor is confirmed within the application form. Given the time commitment of the Programme and to be fair to the applicant, their family and employer, it is unlikely that the panel will select an applicant who is enrolled in a formal course of study. It is possible that qualified candidates may not be chosen for the next Programme year because of the size restrictions of each year's group and the need for diversity in class composition. However, individuals who are not selected are strongly encouraged to reapply in subsequent years.

## **COVID-19**

Leaders adapt in challenging times. Leadership NZ has learned that flexibility and adaptability is key in these moments.

We're committed to providing sound learning platforms for our leaders. Our experiences responding to COVID-19 in 2020 have shown that we can ensure our programme participants will continue to

have safe and meaningful leadership development experiences that connect and support them through the disruption of the pandemic environment.

We have alternatives in place to address local and national lockdowns (Levels 2 – 4) and will consult/communicate openly with those affected should these arise.

### **New Zealand Leadership Programme Application & Selection Process**

Applications are to be completed online and all details are provided via our [website](#).

Our overall approach is to accept enquiries and **expressions of interest from August each year and we look to receive applications through to mid October**. Applications received after this are considered where appropriate to assist in building our diversity of participants which is at the core of our Programme. If you need more time to consider an application, please contact us as soon as possible.

Formal interviews will be conducted by a diverse panel of Leadership NZ alumni, whānau and staff. Interviews will be conducted in Auckland, Wellington and Christchurch during October and November 2020.

Successful applicants will be advised around mid-late November 2020. Timing will be advised during the interview.

### **New Zealand Leadership Programme Fees**

Leadership NZ gains its financial support from all sectors: public, private, not-for-profit and social enterprise. The Leadership NZ Trustees are strongly committed to the selection of participants with diverse professional backgrounds. Within this philosophy, it is appropriate that both participants and their organisations contribute to Programme fees. Present levels of these contributions are:

<b>Personal Fee</b>	\$1,000 plus GST
<b>Programme Fee</b>	\$17,500 plus GST

### **New Zealand Leadership Programme Scholarships**

Leadership NZ's Trustees agree that there should be no unreasonable economic barriers for any individual or organisation to participate in the Programme. There may be individuals or organisations that are unable to meet these contribution amounts and Leadership NZ is happy to confidentially discuss any such circumstance.

Leadership NZ is a registered charitable trust and our financial operation is not-for-profit. We rely upon the generosity of others to allow us to provide scholarship places for individuals who might not normally be able to access the Programme. It is the expectation that all Programme participants pay their Personal Fee component themselves. In return, it is expected that all scholarship recipients will write a reflection of the year and value of a scholarship. They may also give back to Leadership NZ in a variety of other ways, e.g. speaking, contributing to events and activities and assisting with associated Partner activities.

If you wish to apply for a scholarship to cover part of your organisation's fees, include these steps in your application process:

- Provide a separate letter with your application, outlining the rationale for your scholarship request and ideas for potential sources to fund the balance of Programme costs;
- Include a letter or testimonial from a personal sponsor who will support your application and who is prepared to support you through the scholarship process, which may include being a referee or assisting you to source other funds to put towards your Programme costs.

## New Zealand Leadership Programme Attendance & Participation Policy

In order to maximise the benefits of involvement in the Programme, it is important that all participants are present at each of the retreats and online sessions. Each retreat includes a mix of group activities, syndicates, peer coaching triads, self-reflection and presentations from and discussions with guest speakers. The retreats take place throughout New Zealand to ensure the diversity of perspective that is vital in building a real understanding of key leadership issues.

There is a requirement to travel to meet the Programme agenda and there is an opportunity to link in business at either end of each retreat.

Participants will be provided with an Information Pack and comprehensive reading list at least two weeks prior to each retreat and there is an expectation that participants will come prepared for each retreat.

Dates for 2021 are posted on our website as part of the application process to enable potential participants to determine if they will be able to schedule their activities to meet the attendance requirements. Confirmation of being able to meet the attendance requirements will be discussed during the interview process.

## The New Zealand Leadership Programme

The Programme spans ten months of the year (24 days that require participation). The 2021 programme will involve five 4-day retreats, as well as four single day online sessions held in between the retreats. Refer to the **2021 Programme Dates** for the details of the specific dates and planned locations.

Attendance is mandatory for all the retreats. If a participant cannot attend the retreats, they may not be able to participate in (or graduate from) the Programme. If a participant is unable to attend an event due to an emergency, the Programme Manager should be contacted as soon as possible. Please note that missing half days and late arrivals/early departures are discouraged.

Leadership NZ will review the viability of an individual's continued participation in the Programme if absences are such that the attendance requirement is at risk. There is an expectation that chosen participants will commit to the Programme and delegate work responsibility around the confirmed Programme dates. Participants who are unable to achieve this are encouraged to withdraw prior to the commencement of the Programme. Early notice of such withdrawal (and possible deferment to a later year when the attendance requirements can be fulfilled) will enable one of the 'reserve' candidates to be offered a position in the Programme. It is, however, Programme policy not to replace withdrawals once the Programme year has commenced.

## New Zealand Leadership Programme Refund Policy

By accepting a place on the Programme, a participant enters into a contract with Leadership NZ. This contract means that there is an obligation to pay the fees due for the Programme at the date specified on the invoice. As Leadership NZ is not able to replace a participant who withdraws from the Programme once it has commenced, no refund will be given if a participant withdraws after the Programme has commenced.

## Other

By completing the application, you are indicating that the Leadership NZ Trust vision, mission and values are meaningful to you and that you are prepared to take another step in your leadership journey. We welcome your application and look forward to engaging with you through the selection process.



# 2021 Programme

2021 Dates	Days	Retreat	Theme	Location
Wed 17 – Sat 20 February	4	1	Systems and self	Auckland (Hillsborough)
Friday 26 March	1		Digesting, processing, deepening	Online session
Wed 12 – Sat 15 May	4	2	A partnership-based Aotearoa	Kaikohe/Waitangi
Friday 18 June	1		Digesting, processing, deepening	Online session
Wed 14 – Sat 17 July	4	3	Thriving all our people	Auckland
Friday 20 August	1		Digesting, processing, deepening	Online session
Wed 15 – Sat 18 September	4	4	Our environment, our system	Location tbc
Friday 22 October	1		Digesting, processing, deepening	Online session
Wed 17 – Sat 20 November	4	5	Our leadership in the World	Wellington
	24			

## Additional Event Dates

Friday 19 February	The NZ Leadership Programme – Launch Celebration	Auckland
Saturday 20 November	The NZ Leadership Programme - Graduation Ceremony	Wellington