



Since 2003, Leadership New Zealand's purpose has been to create a connected community of leaders working together for a more just, equitable and sustainable Aotearoa.

Through our programmes we've built a movement of alumni who have polycultural capabilities, a sharpened sense of purpose, and the tools, practices and competencies to lead in an uncertain world.

We embolden, equip, inspire and connect leaders. We bring leaders from every generation and every sector of New Zealand together, and challenge them with making a difference for the better in the communities in which they live, work and play.

Across the programme arc, leaders participate in safe and brave learning spaces, engaging in open and honest discussion about the real issues of these times, and build their own capability and capacity for leadership in times of profound change. Aotearoa is a superdiverse nation, and the cultural intelligence of our leaders is crucial to achieving ever higher levels of creativity, innovation, and societal engagement.

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 to become the best leaders they can be. Our programmes also strengthen participants' sense of belonging to Aotearoa New Zealand, to the planet, to their communities, and to themselves. These are the leaders we need for the twenty-first century: leaders who can navigate uncertainty, work collaboratively, and who can lead from purpose, with focus and great heart.

Most importantly, participants on the New Zealand Leadership Programme are given the time, space, inspiration and resources to sharpen and grow their own vision, purpose and leadership.



The **New Zealand Leadership Programme (NZLP)** is delivered through unique immersive and experiential retreats, held over a nine-month period. Our **2024 programme** consists of six in-person retreats from March to November.

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

- Explore new ways of thinking, developing the cultural intelligence needed by today's leaders for the future
- 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 the evolving challenges of the 21<sup>st</sup> century
- 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.

### **Are you...**

- Prepared to lead in our rapidly changing world?
- Ready to examine and test your values, worldviews and assumptions?
- Prepared to challenge and be challenged?
- Prepared to step up and lead positive change – with and without formal authority?
- Striving and motivated to build your leadership capabilities, to meet twenty-first century challenges?
- Seeking to broaden your horizons through a unique personal and professional approach?
- Willing to step outside your comfort zone and be open to new possibilities?

- 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, and to help you determine if this programme is for you, consider the following prerequisites for programme participants:

- Are talented leaders with at least 10 years' experience in their sector
- Care about Aotearoa 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 nine months across Aotearoa 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 of leaders is carefully drawn from diverse backgrounds and sectors to reflect a balance of profit/not-for-profit, private/public leaders, and a range of genders, cultural backgrounds, worldviews, and regional representation. Participants are selected via an interview process with places limited to a maximum of 36 participants each year. Leadership NZ seeks to support community leaders who would not otherwise be able to participate in finding sponsorship.

Experience has shown that when candidates have this diversity, 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.

NZLP graduates join our alumni as New Zealand leaders who make a difference. At the end of 2023 there will be over 700 NZLP alumni. They join the next generation of leaders creating richer solutions for the complex challenges that Aotearoa New Zealand is facing in every aspect of our society.

## **Health and Wellbeing**

Leaders adapt in challenging times. Leadership NZ has learned that flexibility and adaptability is key in these moments. We are committed to providing sound learning platforms for our leaders. Our experiences responding to COVID-19 in 2020 through to

2022 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.

Leadership New Zealand expects participants who are unwell to remain home until they can be reasonably certain they are not a risk to others on the programme.

## 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 throughout the year, with applications for 2024 accepted from August 18<sup>th</sup> 2023. Our policy is to continue to accept applications until we have finalised a cohort that appropriately reflects the diversity of participation at the core of our programme.

Applicants must have the full support of their organisation, and approval from their CEO/mentor 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.

Formal interviews will be conducted by a diverse panel of Leadership NZ alumni, whānau and staff. Interviews will be conducted online. Interview dates and times will be advised upon receipt of your application.

Successful applicants will be advised within two weeks of the interview. The timing will be confirmed during the interview.

## New Zealand Leadership Programme Fees & Costs

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:

Personal Fee	\$1,000 plus GST
Programme Fee	\$15,000 plus GST

All fees are to be paid by the 20th of the month following acceptance onto the programme.

For all six retreats participants are required to organise and pay for their travel to and from each retreat location. Leadership NZ will cover most of the on-retreat costs for participants, i.e. lunches and activity costs during retreat days. Some dinners will also be covered.

Leadership NZ will book and cover the accommodation and all meal costs for the following retreats: Opening Retreat (Auckland), Te Tai Tokerau, and the Closing Retreat (Auckland). These are all live-in retreats, enabling the group to remain together the entire time.

For the remaining retreats, participants are required to book their own accommodation and take care of meals outside of the retreat times.

## **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. If you or your organisation is interested in sponsoring a candidate for the programme, please contact our CEO, Dan Gerrard [dan.gerrard@leadershipnz.co.nz](mailto:dan.gerrard@leadershipnz.co.nz).

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 mentor or advocate who will support your application and is prepared to support you through the scholarship process. This may include being a referee or assisting you to source other funds to put towards your programme costs.

All scholarship recipients are expected to write a reflection of their year. They may also acknowledge and give back to LNZ and their sponsoring partners in a variety of other ways, such as speaking at or contributing to events and activities, and assisting with associated partner activities. It is expected that all programme participants pay the personal fee component themselves.

## **New Zealand Leadership Programme Attendance & Participation Policy**

The NZLP spans nine months of the year (20 days that require in-person participation) involving six retreats. Refer to the **2024 Programme Dates** for the details of the specific dates and planned locations.

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

**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 or illness, the Programme Manager should be contacted as soon as possible. Please note that missing half days and late arrivals/early departures are discouraged.

Participants will be provided with an information pack and comprehensive reading list at least two weeks prior to each retreat and it is expected that participants will come prepared. 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.

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.

## Contact

If you have any questions at all, please contact Annette Bartlett, our Recruitment Manager [annette.bartlett@leadershipnz.co.nz](mailto:annette.bartlett@leadershipnz.co.nz)