

LEADERSHIP & TALENT

TOOLS

“BETTER ASSESSMENT AND DEVELOPMENT OF OUR LEADERSHIP TALENT WILL DELIVER BETTER RESULTS AND SERVICES FOR NEW ZEALANDERS”

LEADERSHIP INSIGHT

Leadership Insight is a common assessment and development approach for leaders across the public service and other participating organisations.

It is part of a wider leadership and talent programme, led by the State Services Commission, in partnership with chief executives and the Leadership Development Centre (LDC).

Further information about the leadership and talent programme can be found on the SSC website.

WHY LEADERSHIP INSIGHT?

The focus of Leadership Insight is to provide you with insight into your capabilities, help you identify your leadership strengths and development priorities, and enable you to plan for your career.

Participating in Leadership Insight also means that your agency and Career Boards will be better placed to match your talents with system-wide development and deployment opportunities.

HOW DOES LEADERSHIP INSIGHT FIT?

Leadership Insight supports a common approach to leadership development and talent management, through consistent measures and more objective information. The initial focus is on assessment and development of the senior leadership cohort across New Zealand government.

WHAT DOES IT INVOLVE?

Leadership Insight involves determining your level of capability against the Leadership Success Profile (LSP). Cerno then works with each leader to identify development priorities and strategies. Your development can then be put into action through working with your manager and/or coach.

To find out more about our work visit us at www.ssc.govt.nz

Contact us leadershipandtalent@ssc.govt.nz

STATE SERVICES COMMISSION
Te Komihana O Ngā Tari Kāwanatanga



Fact sheet –
Leadership Insight

New Zealand Government

What to expect specifically:

1. The process starts with being nominated as part of your agency's talent management approach.
2. Participants receive an email from Cerno inviting them to register online.
3. Cerno reviews the registration to determine the level of assessment needed. Every effort is made to make the process as "light touch" as possible, where prior assessments have been recently undertaken.
4. Cerno contacts participants to arrange for assessment. If no prior assessments have been undertaken the process includes:
 - a. Online questionnaires
 - b. Gathering the manager's view
 - c. Interview and simulation with Cerno.
5. Cerno sends a copy of the Leadership Insight report to the participant and their manager.
6. Participants are invited to a confidential one-to-one debrief with a Cerno psychologist.
7. LDC provides online resources and support for development planning. Further details are available as you near this step in the process.
8. Key information, including capability scores and career history, is stored in the Talent Management Information System (TMIS). This information can be accessed by chief executives and Career Boards and key people to support your leadership development.

TOP TIPS

- You should allow approximately 2 hours for the registration process - but note that you do not have to do it all at once.
- Registration will involve recording your career history, aspirations, and prior leadership assessments – so it is useful to have a copy of your CV or LinkedIn profile on hand, as well as any previous leadership assessments that you have completed in the past two years.
- Haven't been invited but keen to signal your interest? Talk to your manager or HR contact in your organisation to see what options are available to support your development.
- Who can see my information? Review the full Information Protocol and Privacy Statement at <http://www.ssc.govt.nz/tmis-protocol>

“THE MOST EFFECTIVE LEADERS VALUE AND COMMIT TO THEIR ONGOING DEVELOPMENT – THEY LEARN BY DOING”

Leadership Insight process

