

LEADERSHIP & TALENT

TOOLS

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

LEADERSHIP INSIGHT LIGHT

Leadership Insight is a common assessment and development approach for leaders across the public sector.

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).

WHY LEADERSHIP INSIGHT LIGHT?

The purpose of Leadership Insight Light is to help you realise your potential as a leader. It will give you insights into your leadership capabilities, help you identify your key strengths and development priorities, enable you to plan for your career by identifying potential future roles, and allow you to write a targeted development plan and put it into action.

It also means that your agency and others will be better placed to match your talents with system-wide development and deployment opportunities.

WHERE DOES LEADERSHIP INSIGHT LIGHT FIT?

Leadership Insight Light supports a common approach to leadership development and talent management, through consistent measures and more objective information.

WHAT DOES IT INVOLVE?

Leadership Insight Light involves Cerno assessing your level of capability against the Leadership Success Profile (LSP). You will then work with a coach, and your manager, to identify development priorities and strategies and write an individualised development plan.

WHO IS LEADERSHIP INSIGHT LIGHT RECOMMENDED FOR?

It is recommended for senior leaders in the Public Service Leaders Group and other leaders (at any level) with potential and aspiration to progress their career.

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:

1. The process starts with being nominated as part of your agency's talent management approach. You will be briefed about Leadership Insight Light by your manager and HR and will identify your coach.
2. You will receive an email from Cerno inviting you to register online. If you have completed your Talent Exchange profile some information will be prepopulated for you. Note that Leadership Insight needs more detail about current and prior roles than is captured in Talent Exchange and you will be asked for more information.
3. Cerno will contact you to arrange for assessment. The assessment process includes:
 - a. Online questionnaires
 - b. Gathering your manager's view
 - c. Interview with Cerno.

There is also an option of 360 feedback and critical reasoning exercises.

4. Cerno sends you a copy of your Leadership Insight Light report and invites you to a confidential one-to-one debrief with a Cerno consultant. Cerno also sends a copy of your report to your manager.
5. You will meet with your coach and your manager to discuss your report, your aspirations, potential future roles and the focus of your development plan.
6. You will work with your coach to identify three potential future roles and development opportunities targeted to these, and to write a development plan and put it into action.
7. Your manager will support you with regular ongoing coaching discussions to help you action your development plan and review progress with you after one year.
8. Key information, including capability scores and career history, is stored in Talent Exchange. To see who can access your information review the Information Protocol and Privacy Statement at <http://www.ssc.govt.nz/talent-exchange-protocol>

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

TOP TIPS

- The registration questionnaire asks for 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.
- You should allow approximately 2 hours for the registration process - but you don't have to do it all at once.

Leadership Insight Light process

