

# LEADERSHIP & TALENT

TOOLS

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

## LEADERSHIP INSIGHT REFRESH

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 REFRESH?

The purpose of Leadership Insight Refresh is to give you insights into your progress after a period of targeted development. It helps you review your leadership strengths and development priorities, review your career plans and identify potential future roles, update your development plan and ensure it remains targeted towards potential future roles and put it into action.

It also means that your agency and Career Board have up-to-date information and will be better placed to match your talents with system-wide development and deployment opportunities.

### WHERE DOES LEADERSHIP INSIGHT REFRESH FIT?

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

### WHAT DOES IT INVOLVE?

Leadership Insight Refresh involves Cerno assessing up to six Leadership Success Profile (LSP) capabilities that you nominate in conjunction with your manager. You will then work with an LDC Executive Coach and your manager, to identify development priorities and strategies and update your development plan.

### WHO IS LEADERSHIP INSIGHT REFRESH RECOMMENDED FOR?

It is recommended for members of the Career Board cohorts 2-4 years after completing Leadership Insight Standard or after significant development.

To find out more about our work visit us at [www.ssc.govt.nz](http://www.ssc.govt.nz)

Contact us [leadershipandtalent@ssc.govt.nz](mailto: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 Refresh by your manager and HR and identify up to six capabilities for progress review.
2. You will receive an email from Cerno inviting you to update your registration information 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 reviews the registration information to determine the level of assessment needed and whether a simulation is necessary. Every effort is made to make the process as "light touch" as possible where other assessments have been recently undertaken.
4. Cerno will contact you to arrange for assessment. If no other assessments have been undertaken since completing Leadership Insight the process includes:
  - a. 360 progress review on six capabilities
  - b. Interview with Cerno (and leadership simulation, if necessary).
5. Cerno sends you a copy of your Leadership Insight Refresh 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.
6. An LDC Executive Coach will arrange to meet with you and your manager to discuss your report, your aspirations, potential future roles and the updated focus of your development plan.
7. You will work with the LDC Executive Coach to identify three potential future roles and development opportunities targeted to these, update your development plan and put it into action.
8. You will also receive support and career advice from a senior public service leader.
9. 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.

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

10. 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>

### Leadership Insight Refresh process

