

## LEADERSHIP & TALENT

TOOLS

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

### LEADERSHIP INSIGHT STANDARD

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 STANDARD?

The purpose of Leadership Insight Standard is to help you realise your potential as a leader. It will give you in-depth 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, allow you to write a targeted development plan and put it into action.

STATE SERVICES COMMISSION  
Te Komihana O Ngā Tari Kāwanatanga



It also means that your agency and Career Board will be better placed to match your talents with system-wide development and deployment opportunities and to make targeted development and investment decisions.

#### WHERE DOES LEADERSHIP INSIGHT STANDARD FIT?

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

#### WHAT DOES IT INVOLVE?

Leadership Insight Standard involves Cerno assessing your level of capability against the Leadership Success Profile (LSP). You will then work with an LDC Executive Coach and your manager to identify development priorities and strategies, write an individualised development plan and put it into action.

#### WHO IS LEADERSHIP INSIGHT STANDARD RECOMMENDED FOR?

It is recommended for those selected to be in the Career Board cohorts with the potential and aspiration to progress their leadership career. Other leaders may be nominated by their agency.

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)

Fact sheet –  
Leadership Insight

### 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 Standard by your manager and HR.
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 details about current and prior roles than is captured in Talent Exchange and you will be asked for more information about these.
3. Cerno reviews the registration information 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 will contact you to arrange for assessment. If you have not undertaken prior assessments the process includes:
  - a. Online questionnaires
  - b. Gathering your manager's view
  - c. Interview and simulation with Cerno.

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

5. Cerno sends you a copy of your Leadership Insight 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 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, write a 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.
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>

“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 Standard process

