

SPORT NZ GROUP

Te Au Mātāhae

SportNZ
Leadership
Programme

Sport New Zealand is a kaitiaki (guardian) of the Play, Active Recreation and Sport system in Aotearoa New Zealand.

To achieve our long-term goals, we need to work to maintain the strength, capability and integrity of the Play, Active Recreation and Sport system. To this end we are committed to enhancing the leadership capability of the system



Te Au Mātāhae

SportNZ

Leadership Programme

Who is this for?

Leaders in the Play, Active Recreation and Sport Sector who lead leaders, teams, and themselves.

May lead people or significant projects or pieces of work.

Have recently, or are about to, step up into a new role or leading in an environment with more complexity and/or collaboration.

Willing to invest some time growing their capability as a leader.

Has a desire to learn from others in the sector and share own insights?

Places are available for leaders from Sport NZ investment partners' organisations and leaders from other organisations that promote physical activity and inspire performance.

What's in it for me.

- A high-quality development experience, based on the Puna Framework, the map for leadership in the sector.
- Clear understanding of your strengths and developmental opportunities in leadership.
- Improved awareness of your leadership at work and beyond.
- A clear direction forward to make transformational and lasting change.
- Deep relationships with a diverse cohort of leaders.
- Opportunity to reflect, take time and space to work on yourself and how you lead at work, home, and in the communities, you operate within.
- A vision and strategy to take control of your ongoing development post programme.

Cost

This programme is fully funded by Sport NZ for successful applicants but is valued at approximately \$5,000 per person.

Travel, and accommodation during residentials, will also be covered.

How does it work?

You're in the driver's seat.

Within each leadership development module, you will connect with your unique context and be empowered to focus on development areas you want to focus on. The actions you will take and engage with are based on what is most helpful and important to you.

Work and develop at the same time.

Most of the development will come from you planning, executing, and reflecting on your actions (70%).

Build strong developmental networks.

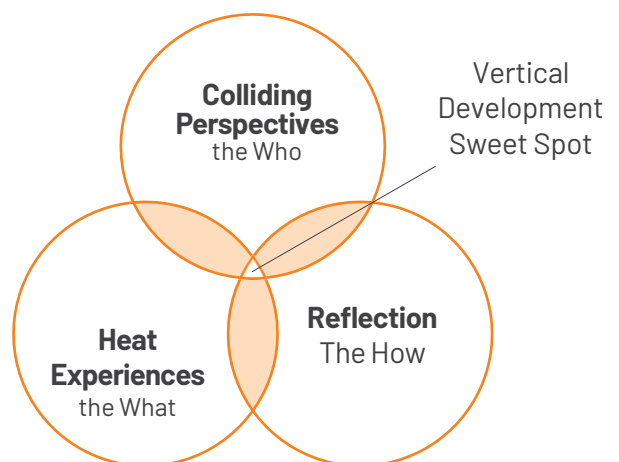
We encourage you to connect with your peers and managers for support. About 20% of learning happens through your connections with others.

Workshops will focus on inspiration and discussion.

Workshops make up part of the focus involved in your programme. Each module includes one workshop and one 'share and reflect' session. About 10% of learning happens in workshops. You will be supported with peer groups, digital learning, manager support and on the job application of smart approaches to your current challenges.

The programme is delivered in line with the principles of Vertical Development. Vertical Development enables mindset growth—you will explore this in depth in the programme but for those who want more detail now to check out this paper from our delivery provider Jumpshift's research partner Nick Petrie.

[Vertical Leadership Development | Nicholas Petrie Consulting](#)



Cohort 3 - Te Au Mātāhae

Facilitators: **Don McVeigh, Stephen Anderton**

Modules	What	Date	Start	End	Location
Module 1 Preparing For Your Journey	Arrival / Pre-Dinner	Monday 26 th February	6:00pm		NZ Campus of Innovation & Sport Trentham, Upper Hutt.
	Workshop	Tuesday 27 th February	9:00am	5:00pm	
		Wednesday 28 th February	9:00am	5:00pm	
	Share & Reflect	Wednesday 20 th March	11:00am	12:30pm	Virtual
Module 2 Harnessing The Power Of Us	Workshop	Wednesday 3 rd April	9:00am	1:00pm	Virtual
	Share & Reflect	Wednesday 24 th April	9:00am	10:30am	Virtual
Module 3 Understanding You	Workshop	Friday 17 th May	9:00am	1:00pm	Lyall Bay Surf Life Saving Club Lyall Bay, Wellington.
	360 Debrief	Week of the 3 rd of June			Virtual
	Share & Reflect	Thursday 6 th June	9:00am	10:30am	Virtual
Module 4 Serving Your Community	Workshop	Wednesday 26 th June	9:00am	1:00pm	Virtual
	Share & Reflect	Wednesday 17 th July	9:00am	10:30am	Virtual
Module 5 Sustaining Your Development	Workshop	Thursday 15 th August	9:00am	5:00pm	Te Mahurehure Marae Point Chevalier, Auckland.
		Friday 16 th August	9:00am	5:00pm	
	Share & Reflect	Thursday 5 th September	9:00am	10:30am	Virtual

<p>Prepare for your Leadership Journey</p> <ul style="list-style-type: none"> • Launch Workshop • Welcome/Prepare Workout • On the Job Practice and Peer coaching community connects <ul style="list-style-type: none"> • Implement Workout • Share & Reflect workshop. 	<p>Harnessing the Power of Us</p> <ul style="list-style-type: none"> • Prepare Workout • Diagnose and Inspire 1/2-day virtual Workshop • On the Job Practice Peer coaching community connects <ul style="list-style-type: none"> • Implement Workout • Share & Reflect workshop. 	<p>Understanding You</p> <ul style="list-style-type: none"> • 360 lens • 360 Digital Debrief workout and prepare Workout. • Diagnose and Inspire and 360 group debrief full day in-person Workshop. • On the Job Practice Peer coaching community connects. <ul style="list-style-type: none"> • Implement Workout. • Share & Reflect workshop.
<p>Serving Your Community</p> <ul style="list-style-type: none"> • Prepare Workout • Diagnose and Inspire 1/2-day virtual Workshop • On the Job Practice Peer coaching community connects <ul style="list-style-type: none"> • Implement Workout • Share & Reflect workshop. 	<p>Sustaining Your Development</p> <ul style="list-style-type: none"> • Prepare Workout • Sustain and Graduate • On the Job Practice Peer coaching community connects <ul style="list-style-type: none"> • Implement Workout • Share & Reflect workshop. 	

Launch

Prepare for your Development Journey

You will participate in two full days where you will establish whānaungatanga with each other and create a community with your cohort. You will work through what leadership means to you and connect your development with the strategy of the sector. This is when we'll meet each other, create whānaungatanga, and get set up for the programme. You will also connect with a peer group to support each other through the development experience and participate in outdoor activities.

Core Modules

The core modules will follow a purposeful structure designed to create an optimal environment for human development. Based on the elements of Vertical Development and across face to face, virtual and digital mediums.

You will be guided to clarify your own context for learning in each topic and then apply new ideas to create actions that put you out of your comfort zone and into the growth zone. Though we will tailor the content to the groups themselves, some of the high-level content on offer in the modules are as below:

Harnessing the Power of Us

We explore how we can lead for collective strengths and explore our collective opportunities for development. We will work on mitigating bias, understanding trust, understanding your individual leadership capabilities and how you can contribute to collaboration and empowerment. Building the collective.

Understanding You

Understanding you and your developmental mindsets. Explore building confidence and commitment to deliver, develop grit, managing energy and wellbeing.

Serving Your Community

Improve our impact and navigate our environment. You will be supported by Phil Wilburn's Leader Network Diagnostic and explore creating a more effective network, unlocking true collaboration. We take a look at the system we operate within and our processes.

Sustaining Your Development

This module includes a final two day off-site that completes your journey. Build the capacity to navigate complexity and ambiguity. Being adaptive to deal with challenges and changing environments. Managing stress and pressure. We also cover where to from here, connecting to purpose and strategy, contribution on our journey, setting goals and building effective habits.

This programme has been co-designed with leaders in the sector.

How often will this programme run?

We plan to run these programmes annually.

Cohort 1: November 2023

Cohort 2: February 2024

Cohort 3: August 2024

How to apply

Complete this [form](#) to apply. Please ensure that you are available for all the residential dates and that you have the support of your leader before applying.

Applications will be reviewed by a selection panel and successful applicants will be notified before the end of the year.

Facilitator/Delivery Partners

Jumpshift

Founded in 2010, JumpShift was born out of the goal to democratise and make leadership development easily accessible to vastly more people than it currently is. We live what we do every day, partnering with clients to create an ecosystem for leaders to thrive and cement their learning journeys as a continuous cycle, not an episodic 'flash in the pan'.

Leadership development works. It makes a profound impact in people's lives, and ongoing lifelong development as adults will be a basic requirement to thrive (or even survive) in an increasingly complex future. Since 2010, we have worked with over 200 clients and their people leaders to make this goal a reality and are well on our way to directly and positively impacting one million leaders to be better.

Jumpshift wants to improve how people live and interact with each other and the planet so future generations can thrive. Or we could say, let's leave things better.

Our pathway is via leaders: better leaders make better humans and better humans make better leaders. Our leadership development supports people to; Be Conscious, Be Curious, Be Better - consciously developing.



Don McVeigh

Don brings over 10 years of continuous improvement experience and learnings from a variety of industries including Engineering, FMCG, Aircraft, Dairy and multiple SMEs.

Don has held senior and junior continuous improvement roles, senior management roles, and been an apprentice - all providing him the ability to share his learnings and build the capability of people and teams at all levels within organisations.

Don has won Global Excellence / CEO awards within the industries he has worked and has qualifications in Lean, Six Sigma and TOC, and his passion is in building the capability of the people he works with ensuring that mind-set changes are embedded into the way we work.



Stephen Anderton

Stephen is a practiced HR/OD leader with over 25 years' experience in senior roles in large and medium sized organisations (from \$10M p.a. / 150 FTE, to \$1.8B p.a. / 8,500 FTE), in both public and private sectors across Aotearoa, Asia-Pacific and EMEA.

He holds degrees in Management & Employment Relations, and in Strategic HR Management from The University of Auckland Business School.

But at the heart of it, he describes himself as a regular guy, who loves building awesome organisations. His authentically human and refreshingly honest take on organisational development and leadership shines welcomed light into a bright future for the World of Work.

Stephen's whakapapa is of Ngati Raukawa ki Waikato, Rarotonga of the Cook Islands, and Clan Urquhart of Scotland.

Testimonials



Module 1, Preparing For Your Journey
November 2023
NZ Campus of Innovation & Sport



One month in, the Te Au Mātāhae has already supported my growth and development as a leader which has had a positive impact for my organisation and the people in it.

Jason Merrett, GM Participation Pathways at Sport Canterbury

The Te Au Mātāhae has been an eye opening and thought-provoking experience so far. It has not only challenged me, but also assisted with giving myself permission to allow for the space, time and reflection required to continue to develop as an authentic, effective, and innovative leader.

Rachel Minton-Smith, Community Hockey Manager – Capability



Level 1, Harbour City Centre
29 Brandon Street
Wellington 6011, New Zealand
PO Box 2251 Wellington 6140
Phone: +64 4 472 8058
sportnz.org.nz

Te Kāwanatanga o Aotearoa
New Zealand Government