

Te Au Mātāhae

Cohort 5: August 2026 – December 2026



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Sport NZ Leadership Programme

Who is this for?

- Leaders in the Play, Active Rec 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 transformation 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.

Cost

The programme is fully funded by Sport NZ, with an approximate value of \$5,000 per participant. It covers travel expenses, catering, and accommodation during the In-Person Modules.

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 your planning, executing, and reflecting on your actions (70%).

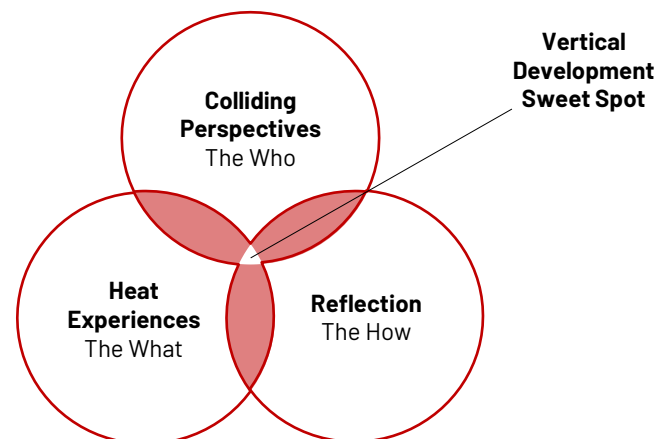
Build strong developmental networks.

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 Adeption's research partner Nick Petrie - [Vertical Leadership Development Nicholas Petrie Consulting](#)



Modules

Programme Briefing

- Virtual Connect & Introduction
- Find out about the Programme
- Meet the Facilitators
- Meet those on the programme with you
- Hearing from previous participants

Module 1 - Prepare for your Leadership Journey

- 2-day In-Person Launch Workshop
- Welcome/Prepare Workout
- On the Job Practice and Peer coaching community connects
- Implement Workout
- Share & Reflect workshop

Module 2 - Harnessing the Power of Us

- Prepare Workout
- Diagnose and inspire
- Virtual Workshop
- On the Job Practice Peer coaching community connects
- Implement Workout
- Share & Reflect Workshop

Module 3 - Understanding You

- 360 lens
- 360 Digital Debrief workout and prepare Workout
- 1.5-day In-Person Workshop
- Diagnose and inspire and 360 group debrief
- On the Job Practice Peer coaching community connects
- Implement Workout
- Share & Reflect Workshop

Module 4 - Serving Your Community

- Prepare Workout
- Diagnose and inspire
- Virtual Workshop
- On the Job Practice Peer coaching community connects
- Implement Workout
- Share & Reflect Workshop

Module 5 - Sustaining Your Development

- Prepare Workout
- 2-day In-Person Celebration Workshop
- On the Job Practice Peer coaching community connects
- Implement Workout
- Share & Reflect Workshop

Schedule

Module		Date	Time (Approximate)	Location
Programme Launch		TBC	9:00 AM to 11:30 AM	Online
Module 1	Preparing For Your Journey - Arrival / Dinner	Sunday 9 August 2026	7:00 PM	In-Person Connection TBC - Wellington / Auckland / Christchurch
	Preparing For Your Journey - Day 1	Monday, 10 August 2026	9:00 AM to 5:00 PM	In-Person Module TBC - Wellington / Auckland / Christchurch
	Preparing For Your Journey - Day 2	Tuesday, 11 August 2026		
	Preparing For Your Journey Share & Reflect	Thursday, 27 August 2026	10:30 AM to 12:00 PM	Online Module
Module 2	Harnessing The Power of Us	Wednesday, 9 September 2026	9:00 AM to 1:00 PM	Online Module
	Harnessing The Power of Us - Share & Reflect	Thursday, 24 September 2026	9:00 AM to 10:30 AM	Online Module
Module 3	Understanding You - Day 1	Thursday, 22 October 2026	09:00 AM to 5:00 PM	In-Person Module Auckland or Wellington
	Understanding You - Day 2	Friday, 23 October 2026	09:00 AM to 1:00 PM	
	Understanding You Share & Reflect	Wednesday, 4 November 2026	3:00 PM to 4:30 PM	Online Module
Module 4	Serving Your Community	Tuesday, 17 November 2026	1:00 PM to 4:30 PM	Online Module
	Serving Your Community Share & Reflect	Monday, 30 November 2026	9:00 AM to 10:30 AM	Online Module
Module 5	Sustaining Your Development - Arrival / Dinner	Wednesday, 09 December 2026	7:00 PM	In-Person Connection Wellington
	Sustaining Your Development	Thursday, 10 December 2026	9:00 AM to 5:00 PM	In-Person Module Wellington
	Sustaining Your Development	Friday, 11 December 2026		
	Sustaining Your Development Share & Reflect	Thursday, 17 December 2026	2:00 PM to 3:30 PM	Online

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 connects 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 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 the final two day 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.

Delivery Partners & Facilitators

Founded in 2010, Adeption 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 on 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. Adeption 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 and consciously.

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Jacqui Beaver



As an experienced Senior Leader, Leadership Development Facilitator and Coach, Jacqui supports organisations and individuals by using her diverse skill set to increase personal, professional and performance potential.

Her previous experience at Air New Zealand allows her to understand the challenges & opportunities that both organisations & individuals face when it comes to the ever-changing landscape of leadership.

She brings a strong human-centered focus to her work and believes thriving; capable leaders deliver exceptional results. This coupled with her ability to deeply connect with the people, helps spark insights and transformative growth in those she partners with.

If you want to embrace a forward thinking, humanistic way of engaging your people around leadership development, Jacqui is well placed to support you on that journey.

Stephen Anderton



Stephen is a practiced HR/OD leader with over 20 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.

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 Maori, Cook Island and Scottish. His hapū is Ngāti Tūkorehe from Ruapeka Marae near Tirau in the Waikato. His iwi is Ngāti Raukawa.



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