

Learning State's Management and Leadership Programmes

Take the lead – and make a difference

Motivated leaders are the single biggest influence on an organisation's success. Skilled leaders build effective teams, and effective teams help their agencies perform at their best.

That's why Learning State has developed a range of management and leadership programmes for the public sector.

About the programmes

Learning State has four programmes designed to build the skills of managers ranging from team leader and first line management levels right through to middle and senior management. The programmes are based on standards that align to key Lominger competencies for management and leadership.

The programmes are suitable for team leaders, supervisors, first line managers, middle managers and future leaders – anyone who has staff reporting to them and who is responsible for performance management and team planning.

The benefits

Those who complete management and leadership programmes with Learning State will:

- become more effective and confident managers and leaders
- build more effective teams
- increase staff motivation and engagement, leading to improved agency performance and productivity
- reduce staff turnover and thus recruitment costs
- interact more effectively with people at many levels within the agency
- work more collaboratively with their team and others to achieve organisational success
- provide an excellent return on investment through the direct application of learning in the workplace.

How are the programmes delivered?

There are a number of options for delivery of these programmes – examples include workshops, action learning groups, self-directed learning and the use of mentoring and coaching. The key to the success of the programmes is that skills are developed and recognised within a work context – which means the gap between learning and doing is kept to a minimum.

Learning State will tailor the delivery to the needs of the agency, and of the employee doing the programme.

How are the programmes delivered? (continued)

The programmes also incorporate workplace projects, so participants can reflect on their practice as a manager and leader, and gather evidence of their work to meet the requirements of the programme.

Management and leadership pathways in the public sector

Successful completion of the different programmes can lead to the award of the following qualifications on the New Zealand Qualifications Framework:

- National Certificate in Business (First Line Management) Level 3
- National Certificate in Business (First Line Management) Level 4
- National Certificate in Public Sector Services (Leadership Development – Middle Management) Level 5
- National Diploma in Public Sector Management (Leadership Development) Level 6

These programmes form the basis of the management and leadership career and qualification pathways available in the public sector.

For more details

For more information on Learning State's management and leadership programmes, please contact your Learning State Advisor on 04 495 1410 or email info@learningstate.govt.nz