

Leadership

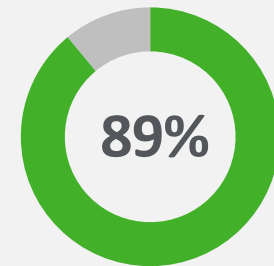
We enable leaders to thrive in a disruptive environment to empower the workforce and effectively lead



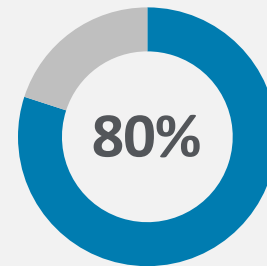
We enable leaders to thrive in a disruptive environment to empower the workforce and effectively lead.

- How do you measure leadership skills and develop them effectively?
- How do you assess the effectiveness of your leadership programmes?
- What leadership capabilities do you need to achieve your strategy?
- How do you identify and select individuals for leadership development?

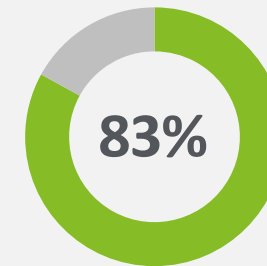
Why invest in leadership?



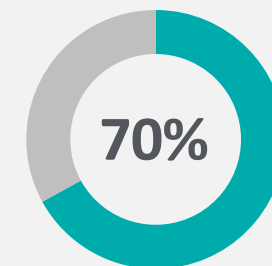
of employees say their leadership skills are not being fully developed



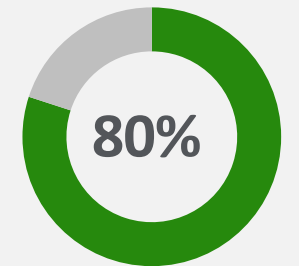
of organisations rate leadership as extremely urgent issue



of organisations that invest in leadership development say they are better able to respond to market demands and changes



of employees who receive leadership training report higher engagement



organisations can improve financials through the implementation of high-quality leadership programmes

Our leadership offering:



DEFINE LEADERSHIP

What ▶

Define leadership strategy and capabilities that an organisation needs.

How ▶



Leadership Strategy



Capability Framework



Succession Planning

Outcomes ▶

- Identification of leadership capabilities required to deliver on business strategy.
- Clear articulation of leadership operations, leadership structure and succession planning.
- Clear articulation of the vision for leadership including the required behaviours, competencies and attributes for leaders to be successful.



ASSESS LEADERSHIP

Assess current and future leader's capabilities and potential against peers.



Leadership Potential



Leadership Capability



Leadership Maturity



Leadership Styles

- Insights into how current leaders operate and their effectiveness in their roles.
- Identification of gaps between current leadership capabilities and the organisation's required leadership capabilities.
- Understanding of strengths and areas for development within the leadership team to inform targeted interventions.



DEVELOP LEADERSHIP

Develop leaders to build capability and agility in organisations.



Executive Coaching



Senior Leadership Programme



Leading Change



Master Classes

- Improved alignment with organisational strategy and capability to drive business strategy forward.
- Enhanced leadership skills and competencies resulting in improved overall organisational performance.
- Increased leader engagement and retention through targeted development programs and personalised coaching.

Our tools, frameworks and methodologies:

Our Tools, Frameworks and Methodologies

DEFINE LEADERSHIP - Define leadership strategy and capabilities that an organisation needs.

ASSESS LEADERSHIP - A

DEVELOP LEADERSHIP - Develop leaders to build capability and agility in organisations.

The collage includes several documents with titles like 'Leadership', 'Leadership Profile', 'Executive Coaching', 'Senior Leadership Programme', 'Leading Change Accelerator', and 'Master Classes'. Each document provides a definition and details of the respective tool or program.

We have a wealth of experience in all areas of leadership, including defining leadership strategies, assessing leaders' potential and abilities, and developing their skills through various programs. Our expertise covers creating leadership plans, evaluating current and future leaders, and offering coaching and training to help leaders grow and succeed.



Talk to us

Our team can help you identify the work and workforce you need when autonomous operations become a reality, ensure your future workforce has the right skills to drive value, design learning for the modern learner, and develop leadership skills to thrive in disruption.

We look forward to helping you build your future-fit workforce.

Our experience:



Business Issue: Westpac needed to enhance leadership capabilities to achieve their purpose of 'Creating better futures together.' A review showed the need for a more modern and practical leadership development approach. Deloitte was engaged to redesign the leadership programs.

The Solution: Over four months, Deloitte and Westpac created four modules: Drive Performance and Growth, Lead with Expert Decision Making, Unlock Value as a Collaborator, and Motivate via the Bigger Picture. Each Module includes workshops, guides, a Capability Toolkit, Peer Coaching Circles, and a Leadership Challenge. Experiential learning methods like simulations and role plays were used.

The Impact: The new modules, to be delivered in 2024, will set a new learning standard at Westpac, developing leaders with essential capabilities. The modules are inclusive and accessible, providing clear pathways for leadership development and supporting Westpac's strategic priorities.



Business Issue: A region's Midwifery Services experienced steady growth in births annually but faced high turnover and recruitment challenges. There was a need to build strong, unified leadership to foster trust and collaboration.

The Solution: To address these challenges, a shared vision was developed through stakeholder surveys and interviews. Leaders were identified and supported to form a coalition aimed at transforming relationships within the service. Facilitated sessions were conducted to build trust, promote positive behaviors, and enhance leadership capabilities.

The Impact: The project resulted in the development of a cohesive leadership team with a clear vision and enhanced leadership capabilities. Trust and collaboration among midwives and LMCs increased, fostering a positive and supportive work environment. Additionally, staff retention improved, and the attraction of quality midwives was enhanced, addressing previous recruitment challenges and ensuring a stable workforce.

Who to contact:



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Naila is a leadership development specialist, she equips leaders at every level to make sustained progress toward the innovative change required to lead through disruption.

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