

EXCEL ERATOR



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BUSINESS SCHOOL



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Why is it important to invest in New Zealand's leadership?

Excelerator is a charitable trust established by The University of Auckland Business School in partnership with organisations and trusts committed to building leadership in all walks of New Zealand life - arts, education, business, community, sport, politics, health, charity and the public sector.

Investing in leadership is important for New Zealand's future. Good leadership already makes a real and sustainable impact on our country but we need much more of this capacity and impact. Excelerator's programmes and research are inspired by this need for 'leadership in action'.

Observers have indicated an urgent need to address many of the economic, social and educational trends in New Zealand. It is clear that these issues cannot simply be solved by more management and bureaucracy. As Albert Einstein said *"Problems cannot be solved by thinking within the framework in which they were created."* Whilst effective management is important, management applies known solutions to existing problems. To create real progress we need a new paradigm where strong and effective leadership creates new pathways, aspiration and momentum.

Compared with the immense range of opportunities available in the area of management development, our distinct focus is on leadership development and its role in creating the bridge between New Zealanders' "future vision" and achievement of national aspirations.

There is no doubt that New Zealand has a large pool of potential leadership talent, but it needs to be identified, nurtured and developed to its true potential. Excelerator has been established to provide the impetus for this to happen.



Exceleator

Exceleator is a leadership development and research institute with a national focus which was established in 2004.

Exceleator's purpose is:

To enhance the understanding of leadership in New Zealand and take action to ensure the country has creative and talented leaders and outstanding leadership that will develop, guide and advance our organisations and communities.

Exceleator is engaged in building leadership across all walks of New Zealand life - business, sport, the arts, community, charity, education, politics, the public sector and more. Our patron, Sir Edmund Hillary, represents an exceptional example of an individual whose leadership capabilities have been utilised across the spectrum for the benefit of New Zealand and beyond.

Our organisation has created a unique fusion in which leadership development and leadership research are inextricably linked to each other. This provides access to relevant real world experiences and resources that can be utilised to better understand leadership and act to influence the future.

Exceleator's Partners

The University of Auckland Business School joined with a group of enlightened national organisations to launch Exceleator in an innovative partnership committed to lifting the quality of leadership in New Zealand.

The partners of Exceleator are Westpac, the Tindall Foundation, Bell Gully, Deloitte, Hudson, Sleepyhead, DB Breweries and The Woolf Fisher Trust.

These partners are unanimous in their belief that greater understanding about leadership and development of high quality leadership in our organisations and communities can bridge the performance gap between our country's aspirations and attaining exceptional achievement in all walks of life.

In addition to organisations supporting Exceleator through full partnership, other valued friends of the Institute provide a range of support that is integral to Exceleator's sustained success and development.



Leadership Research

Excellerator's research agenda is designed to enhance the quality of our leadership programmes, discover unique elements of leadership in New Zealand and seek out relevant global leadership thought.

In the leadership development area, we use a variety of research activities to help us understand how leadership is developed most effectively and then apply these learnings to our programme design and beyond.

Our identification of uniquely New Zealand leadership characteristics will help create impetus for developing leadership that is specific and relevant to our nation.

As active participants in the global leadership environment, we contribute our insights internationally as well as distilling the latest current global thinking on important leadership topics for use in our organisation and our country.

Leadership Development

Excellerator's leadership development programmes are designed to create real change over a sustained period through an 18 month development process. This process involves an in-depth exploration of the self, relational and contextual dynamics of leadership and forms the basis for lifelong learning.

Excellerator offers programmes of leadership development. Development is quite distinctive from training or award type programmes. Leadership development is designed to supplement and support real-life leadership practice that is already happening in organisations and communities. It is for those that are already engaged in leadership but want to learn more. Ours is a collective learning process where individuals learn about their own and others' leadership through a series of face to face and online activities, discussions and challenges. These activities integrate a comprehensive theoretical framework with a spectrum of current leaders' insights.

Leadership development 'Excellerator-style' is gradual, customised for both individuals and groups and primarily geared to growth of leadership mindset and capacity. All programmes revolve around a process of reflection, creativity, problem identification and sustainable action.

Our Leadership Development Programmes

Future Leaders Programme

The Future Leaders programme is aimed at developing the leadership potential of young people from across New Zealand. The first programme with 60 young leaders from all regions of New Zealand began in March 2005.



Alice Cardwell

Community and Youth Development, Greymouth

"I work in the community development sector, and have always lived in rural New Zealand; today my knowledge and networks stem from business to politics, Northland to Southland. This programme has deeply enhanced my comprehension of who I am and my holistic understanding of New Zealand society, how all the cogs operate, and how I can impact on their rotation."

Community Leadership Programme

The Community Leadership programme is committed to developing collective leadership capacity within communities throughout New Zealand to create the foundations for sustainable growth. 16 people from Kaipara community in Northland began their programme in January 2006 with the goal being to contribute towards "the Promise of the Kaipara District", particularly its social, economic and environmental development and sustainability.



Nicole Donahoe

Owner of Waipoua Lodge, Waipoua

"The opening of the mind, the expansion of the capabilities, the lessons on sustainable relationships and environments are all encased in this programme. Without investment in programmes like Exceleator to expand our world, New Zealand and its people will definitely lag behind."

Corporate Leadership Programme

The Corporate Leadership programme is focussed on building a sustainable, collective leadership capacity to successfully meet the organisation's current and future business challenges. 150 people across the Westpac New Zealand team will be involved in the long term corporate leadership programme which was initiated in February 2005.



David Cunningham

General Manager Marketing and Products, Westpac, Auckland

"The programme has helped evolve the way I lead, from a short-term "managing the business" approach to a long term "leading the business approach". It has unlocked the power of reflection, and of learning through experience - both my own and others."

Hillary Leadership Programme

The Hillary Leadership programme is engaged with building the leadership capability of senior executives in New Zealand with a view to having a cascaded effect throughout their organisations and industries. Integral to this goal is building cross-sectoral networks and challenging sectoral assumptions about leadership throughout the programme. Two cohorts of the Hillary programme have been initiated, each of which involve around 20 senior executives from a diverse variety of New Zealand organisations.



Gary Smith

Area Commander, Bay of Plenty, NZ Police, Rotorua

"The programme has helped me to find myself as a leader - to be able to take different perspectives and better understand who I am and how I affect others through my leadership. Prior to undertaking the programme, I didn't really know why or how my leadership affected others. I have found this aspect of the programme really useful. A number of my colleagues and direct reports comment on that. I am different and have changed. The programme has exceeded my expectations, increased my awareness and has already turned me into a better leader than when I started."



Collaboration

Excelerator strongly endorses and supports the increasing national interest in leadership and the growing number of organisations providing leadership programmes and recognising leadership achievement.

Wherever possible we support other leadership initiatives and organisations by sharing our research findings and working closely to develop a higher appreciation of the value of leadership in all sectors. We are extending our role in hosting events where the leadership development community can debate and collaborate.

We enjoy close relationships with the Committee for Auckland, Outward Bound, the Centre for the Study of Leadership at Victoria University of Wellington, the Sir Peter Blake Trust, the Royal Society of New Zealand, and New Zealand Institute of Management. We partner with these organisations by sharing best practice, facilitation, research collaboration and cross referral to programmes.

We are co-founders of New Zealand Leadership Week, an annual celebration of leadership and leadership development, with the Sir Peter Blake Trust, Leadership New Zealand and New Zealand Institute of Management.

Internationally we enjoy strong relationships with highly regarded Leadership Institutes at Wharton Business School at The University of Pennsylvania, INSEAD, Fuqua Business School at Duke University and the Gallup Institute at the University of Nebraska.

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