



## Responsive and Adaptive

### Leading

Responsive to the Government of the day and works with agility in uncertain situations to improve the lives of people in New Zealand.

- Is a proven and respected consultant and supports others in the face of complex and challenging change.
- Is 'strategically opportunistic' – can seize opportunities, integrate new content, collaborate and draw connections that will support policy objectives.
- Is able to manage and prioritise conflicting demands – leads the way in adjusting priorities, redeploying resources and recovering from setbacks.
- Has a detailed understanding of Māori and non-Māori world views and can apply them in a holistic way across a variety of subject areas.

### 70% on-the-job learning

Lead complex projects with competing demands. Identify sticking points and develop strategies for resolution.

Find opportunities in situations where you need to adapt or change direction. Role model a positive attitude to this.

Experiment with new ideas to solve policy problems.

Make time to critically reflect on your experiences and what you learned.

Use your influence to involve diverse groups and new ideas in your policy projects.

Share lessons with your colleagues on 'wicked problems', hurdles, and how you got traction on solutions.

Support colleagues to develop resilience and learn to live with inevitable delays and obstacles in the policy development process.

### 20% learning from others

Seek feedback from networks and peers on how to approach difficult situations and competing demands.

### 10% formal training

Take one-on-one coaching in how to be resilient and change behaviour.

Take Harvard's Project Implicit Association Test to gain greater awareness of your own biases, preferences and beliefs.