



**The Chartered
Institute of Logistics
and Transport**



**LEADERS FOR
THE FUTURE**

Leaders for the Future Programme 2019

Background

The CILT “Leaders for the Future” programmes are designed specifically for leaders in the logistics and transport sector.

‘Leaders for the Future’ programmes enable leaders to grow personally, to understand the changing logistics and transport sector and the world in which they will lead, and to further develop the networks and capability to deal within that world.

The CILTNZ Leaders for the Future Programme has been running since 2014, with very positive feedback from the participants. Participants are very happy to talk with those who are considering participation in the programme.

What is the Purpose of the Programme?

The CILTNZ “Leaders for the Future” programme is tailored to meet the needs of leaders working within a broad range of transport and logistics roles. It provides a leader with opportunities to build leadership capabilities through their own personal development and by learning from the experiences of others. It also focuses upon those leadership issues that will be faced in the sector in leading your team or organization into the future.

This distinctive approach produces content that is relevant and provides the topics around which to have in depth conversations and seminars in a facilitated learning environment. Speakers are leaders who can bring leadership perspectives on these issues and upon their own leadership journeys.

The challenges in the decades ahead are daunting. The macro issues include disruption in the industry, population growth and demographics, climate change, depleting resources and challenges to our environment. The micro issues include the challenges to provide safe and supportive and well-led workplaces and to ensure that our businesses are ready for the global world in which we live. The

leaders of our organizations will be dealing with ever more social, political and economic complexity and a world of increasingly rapid change. This will need leadership that 'gets it', where leaders can see opportunities in a challenging landscape, and can inspire their people to get the job done and succeed. This will require a different mix of leadership skills. Most of all, good leaders must know themselves to be able to empower others.

The Programme focuses on leading in a globally connected world and in particular:

- The development of leadership skills and practices, and the understanding of self – the basis of leadership.
- Learning from other leaders through facilitated in depth conversations and seminars with senior leaders within the logistics and transport sector, and with those from outside the sector on specific topics of interest.
- The development of in depth relationships with a network of other participants from across New Zealand, leading to an effective ongoing Alumni support group of all participants.
- An in depth understanding of the issues confronting the logistics and transport sector, including global and national economic influences, sustainability, social and cultural challenges, technology, leadership in the workplace etc.
- Participants will get to view the world through a broad range of lenses – of different sectors, industries, modes, geographic locations and different speakers and leaders.

Who Should Attend?

The programme is designed for those already in a leadership role within their organization and who are seen to be the leaders of the future. They will be in the top tiers of the leadership of their organization, or will be the rising stars, heading for those roles.

We are seeking leaders from diverse backgrounds across the logistics and transport sector. We welcome participants from the traditional areas of transport, including ports, road, rail and air, from all aspects of logistics, and from those key New Zealand industries that rely upon effective transport and logistics operations for their future. Although primarily focused on the logistics and transport sector, participants from a wider background would also benefit from the programme.

Applicants will go through a selection process in order to ensure an effective mix of backgrounds and appropriate experience.

What Will the 2019 Programme Involve?

The NZ 'Leaders for the Future' programme is a 10 day personally designed leadership programme that will begin in March 2019 and will be run over 4 sessions to be held around the country. There will be a number of opportunities for the

group to interact with senior leaders in transport and logistics.

The 4 modules over 4 months will comprise 2 retreats of three days and 2 sessions of two days. The programme will be held in different parts of New Zealand, wherever possible using venues within the logistics and transport sector (ie meeting at ports, airports, logistics companies etc), with some field trips.

- The first session provides the tools for the leadership journey and introduces conversations with senior leaders, supported by appropriate reading. There will also be field trips of interest. The participants will undertake an initial leadership evaluation to assist with their personal leadership journey.
- The next two sessions will be focused around leadership conversations and reflections on particular leadership issues challenging the industry. The participants also receive the feedback from the 360 degree leadership tool, the Kouzes and Posner LPI. This supports the development of a personal leadership development plan.
- The final session will be a three day retreat, focusing on the public policy environment, global challenges and an issue of significant concern to NZ, together with the finalization of personal leadership plans.
- There will be an option for an appropriate mentor or coach to be provided to each candidate at the end of the programme, at an additional cost.
- The dynamic created around conversations on key challenges with a variety of inspiring leaders, and the reflection and discussion within the group, creates an environment to galvanise leadership thinking.

Leadership involves life long learning and good leaders need to have the opportunity to get away from their day to day roles to have the opportunity to learn from others, to learn more about themselves and to reflect.

What is the Detail of the Proposed Programme?

The detailed programme for 2019 will be developed with input from leaders from the sector. There will be some opportunity too for participants to have input. However, a sample programme is outlined below.

March: 3 day retreat (Auckland): Introduction to Leadership and An Overview of Issues Confronting the Industry plus Challenges Confronting Auckland

- Introduction to leadership
- Tools for leadership conversations and reflection
- The basics of leadership – learning about self
- An overview of the issues confronting the industry in NZ and globally – presented by NZ leaders in the sector (2 – 3 speakers)

- An Auckland case study with appropriate speakers, with focus on the challenges of Auckland.
- Field trips (eg Ports of Auckland, Auckland International Airport, Whenuapai Air Base)
- A CILT hosted function with senior leaders

Venues: Auckland: Retreat venues and local transport and logistics operations.

April: 2 day retreat (Taranaki, Napier or Bay of Plenty): Energy and Environmental Challenges, HSE and Leadership, Regional Logistics and Transport Challenges Leadership development – self awareness and reflection

4+ speakers, with possibly a panel.

An overview of energy challenges – the oil industry, the future of energy, environmental challenges etc.

Or An overview of regional challenges – rural industries, regional ports, regional economic development

Conversation around Health and Safety and Social Responsibility

Drinks or a dinner with local CILT members

Venues: Port Taranaki or Port of Tauranga or Napier Port; Local transport/ logistics operations and an oil company

May: 2 day retreat (Christchurch): The Rural Sector, When Disaster Strikes Leadership as self – LPI evaluation

4 + speakers, with possibly a panel.

Transport and logistics in the rural sector

An overview of the consequences of the earthquake – the role of logistics and transport, disaster recovery etc

Leading in an uncertain world.

A dinner with personal stories

Venues: Christchurch: Local transport and logistics operations

June: 3 day retreat (Wellington): Public Policy and NZ on the Global Stage Putting leadership into action

5 + speakers

The role of Government – exploring the public sector role

NZ on the Global Stage – what does that mean for our future?

A New Zealand case study

Cooking school with local CILT members

Final dinner

Venues: A government department, international transport/ logistics operation/ retreat venue

October: Graduation: At the CILT Awards Dinner in Wellington

Dates and Venues:

The dates and venues for the programme have been set but could be subject to change. Tentative dates and venues for 2019:

- 4 - 6 March (Auckland)
- 4 - 5 April (New Plymouth, Tauranga or Napier)
- 1 - 2 May (Christchurch)
- 29 - 31 May (Wellington)
- October: Graduation at CILT NZ Awards Dinner (Venue tba)

What is the Cost?

The fees of \$8500 +GST cover the 10 day programme, inclusive of accommodation and all meals, but do not cover travel to and from the venues. In addition, each participant is expected to undertake the Kouzes and Posner LPI (a leadership 360 survey), which we will arrange, at an additional cost of \$400 +GST. This will provide a personal leadership profile, to assist the participant in gaining maximum benefit from the programme.

Payment will be required before the programme commences.

Further Information

If you have questions that are not covered here, further information can be obtained from Jo Brosnahan, Leaders for the Future, at jo.brosnahan@gmail.com, Phone 021 576595 or from Vicky Pond Dunlop at vicky.ponddunlop@gmail.com, Phone 021 764255. Comments and suggestions are welcomed.

The application form and other details will be available on the CILT NZ website, www.cilt.co.nz and on the Leaders for the Future website, www.leadersforthefuture.co.nz. Applications close on Friday 30th November, 2018. At this stage, the application will be confirmed, subject to sufficient numbers being received. Late applications will be taken after this date with prior agreement, but an additional cost may be incurred.