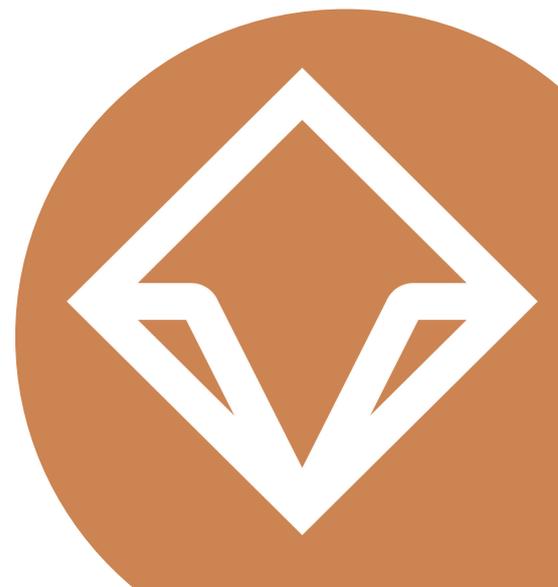
The background features several large, overlapping abstract shapes in shades of orange and red. A small orange circle is positioned near the top center. The shapes are rounded and organic in form, creating a modern, artistic feel.

COURSE BOOK 2025

EMERGING  
NATIONAL  
LEADERSHIP  
PROGRAMME



GROWTH CULTURE EXISTS  
TO BREATHE LIFE INTO  
LEADERS, AND TO ENABLE  
THEM TO CREATE  
CULTURES WHERE  
EVERYONE CAN THRIVE.



Marshall Diggs  
Managing Director

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NĀ TŌ ROUROU, NĀ TAKU  
ROUROU KA ORA AI TE IWI

WITH YOUR FOOD BASKET  
AND MY FOOD BASKET THE  
PEOPLE WILL THRIVE



# A Personal Welcome and Introduction

Kia Ora

It is with great pleasure that I welcome you on board the Emerging National Leadership programme for 2025. I am very much looking forward to meeting you and witnessing your growth on the path to leadership this year. Growth Culture are honoured to be a part of this journey.

By way of introduction to me, I am Emma Kingston. I oversee the leadership programmes for Growth Culture and, as such, you will hear from me throughout the year with important information, I will see you at PLGs and I will share the online content and assignments with you. You can contact me at any point in the year to ask any questions you may have about the programme.

I am passionate about education, learning and the future of schooling and believe strongly in the power of great leadership to achieve significant outcomes for the young people that schools have the responsibility and honour to serve.

I am a primary trained teacher who has worked in state and state-integrated schools, comprising single cell and open learning configurations. I have led many workshops and conference sessions on pedagogy; as well as facilitating, coaching and mentoring for a number of years across primary, intermediate and secondary schools. More recently, I was a Deputy Principal where, as part of a strong team, we were tasked with transforming all aspects of a school in crisis. I subsequently transitioned to part time pedagogical and leadership coaching roles when I had my own children.

At Growth Culture, I am excited to help to grow and empower new leaders in schools to achieve positive outcomes for staff and children alike.

We have a fantastic programme ahead, looking at aspects of leadership, both practical and theoretical. There is lots to explore and plenty of opportunity to reflect on new learning with likeminded peers and Kaiārahi.

Ngā mihi nui

*E. Kingston*

emma@gcla.co.nz  
021 616 715



# Programme Overview

The National Emerging Leadership programme is designed for |  
The EMERGING National Leadership Programme is designed for those starting out in their leadership journey, for instance, future leaders, team leaders & Kāhui Ako WSLs.

They are education leaders who aspire to accelerate their career through growth in their personal leadership capabilities, as well as add value to their teams and colleagues within their school environment.

The programme is delivered through our online platform over a two term semester. Semester one will run from the end of February to the end of June, and Semester two from the middle of July, until the end of November. Participants explore their own strengths and how they relate to leadership goals and day-to-day realities within their individual school context.

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MĀ MUA KA KITE A MURI, MĀ MURI  
KA ORA A MUA  
THOSE WHO LEAD GIVE SIGHT TO  
THOSE WHO FOLLOW, THOSE  
WHO FOLLOW GIVE LIFE TO  
THOSE WHO LEAD

---

## COURSE COMPONENTS

- 9 modules in the interactive online forum
- Targeted feedback provided by the Emerging Kaiārahi
- Participant-generated kōrero building on the existing skills and experience within the group
- One compulsory professional reading and two optional readings
- Personalised Leadership Capabilities Assessment (LCA) and Coaching Reflection Tool
- Access to our Wellbeing Kaiārahi
- Connection with Learning Partners
- 3 online group discussions facilitated by the Emerging Kaiārahi



# MEET THE Kaiārahi

The Kaiārahi are a unique and important part of the National Emerging Leadership programme. The Kaiārahi role is to walk alongside you and guide you on your leadership journey. The Kaiārahi's role is to support and challenge you to be the best leader you can be.

Aaron Ironside  
Wellness Kaiārahi iārahi



Wellness Kaiārahi Aaron Ironside draws from experience and studies to provide valuable insight into the psychology of leadership and leading a team.

With a Masters Degree in Psychology, Aaron draws from his experience as counsellor, chaplain, pastor, spokesperson and broadcaster. He also enjoys a good laugh, and was a recent grand finalist at the Auckland Comedyfest Competition.

Passionate about unlocking potential and purpose, Aaron is available to work with delegates needing extra assistance to ensure you are bringing the 'best you' to your leadership environment.

Emma Kingsston



Emma is passionate about education, change management, collaboration, reflective practice, and innovation. Her approach has been described as warm and gentle, with high expectations. It is also important to her that those with formal leadership titles empower and grow those around them, so that anyone in a school can lead - you can have great ideas no matter how many years into a role you are or what position you hold!

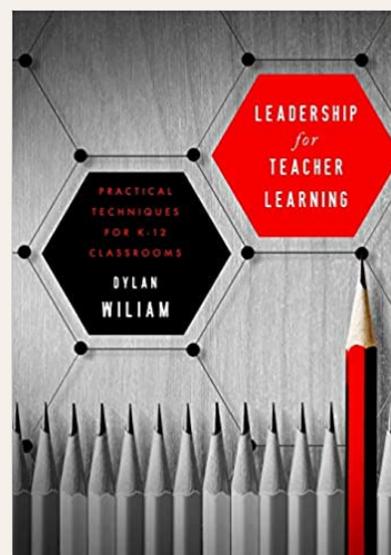
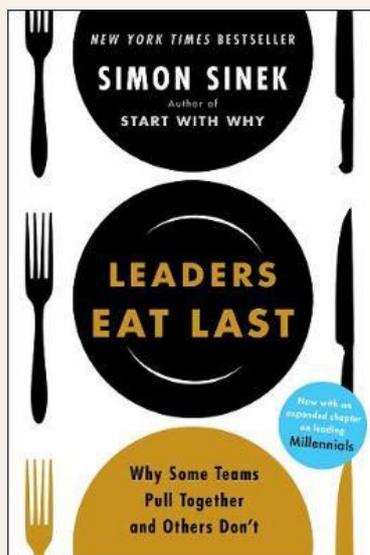
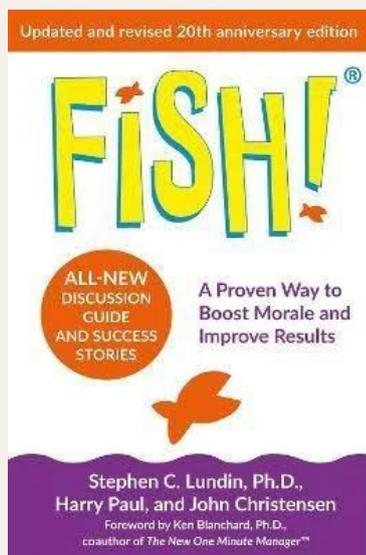
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# Required and Optional Texts

There is one required text for the National Emerging Leadership programme, and two optional texts. These books are available in major book stores, online, as e-books and (some) as audiobooks. There is no particular time frame to read these in.

Compulsory:

Optional:



## Leadership Capabilities Assessment

The LCA is an important document to help you and your Kaiārahi develop an understanding together of where you feel you sit in relation to your leadership strengths and next steps.

*Note: This document will be shared with you via Google Docs, for you to reflect on and share with your Kaiārahi.*

You will be asked to reflect on the following questions pertaining to your leadership development:

- As I consider my next leadership sphere, which of these capabilities need further development?
- What are the incidents, conversations, decisions, or desired change that I am working towards that has challenged me?
- Which of these capabilities do I need to develop/strengthen?
- Where do I see my strengths and how can I leverage these?
- Who or what could help me develop my skills and knowledge in this capability, or who has knowledge that could help me identify good sources of professional learning, reading, discussion, or opportunities to try things out?

You will also be asked to reflect on 11 leadership qualities, giving yourself a 'score' on a scale and writing reflections to explain where you have placed yourself on the scale.

# Timeline



## WEEKS 1-5 LEADING SELF

24th February	Course begins
24th February	Welcome and introductions online
24th February	Modules 1-3 posted
28th March 9am	Modules 1-3 due Group online korero

## WEEKS 6-10 LEADING OTHERS

24th February	Modules 4-6 posted
16th May 9am	Modules 4-6 due Group online korero

## WEEKS 11-15 LEADING CHANGE

24th February	Modules 7-9 posted
19th June 2pm	Modules 7-9 due Group online korero
20th June	Programme concludes



MĀ TE KIMI KA KITE, MĀ TE KITE KA MŌHIO, MĀ TE MŌHIO KA  
MĀRAMA  
SEEK AND DISCOVER. DISCOVER AND KNOW. KNOW AND  
BECOME ENLIGHTENED.

# Course Requirements

On completion of the National Emerging Leadership programme, you will graduate with a certificate, celebrating your successful completion of the programme. This involves:

- Completion of 9 modules in the online forum.
- Participation in the online forum (i.e. commenting on fellow delegates posts, 'liking' posts).
- Reading the required text.
- Attendance at all three scheduled online korero.

The course concludes on the 20th of June. All course work must be complete by this date. You will receive your graduation certificate in the mail at the conclusion of the programme.

We are teachers too and we know there are pressure points in the year. We also know that big life events happen that we cannot plan for. If you are getting behind, are unable to meet a due date or cannot attend a meeting, please get in contact with Emma Kingston to arrange an extension or alternative (emma@gcla.co.nz).

## Accessing the Online Forum

The Emerging Online Learning Platform is a community space engineered for you. One of the great features of the Emerging Programme is the ability to establish lifelong professional networks. With participants from across New Zealand, there are likely to be several other delegates from different contexts who are also leading, learning, growing and facing similar situations to what you will meet throughout the year. The Emerging Online Learning Community is enriched and supported through participant-generated discussions and adaptive leadership challenges that unlock existing skills and experience within the group.

Accessing the forum is easy. On Monday 24th February you will be sent a welcome email with a link to reset your password. Click on the link, reset your password, and you will be in!

On the forum, you will find a welcome and introduction section, a place to discuss the required texts, any extra information and resources, and all the online learning modules. Each module has a comments section for you to add your reflections on the module. Here, we also encourage you to comment on other people's posts and build connections, as well as deepening the learning for all.

A photograph of a man with glasses and a floral shirt speaking to a group of people. He is wearing a red lanyard with a badge that says 'Aspiring'. The background is a blurred indoor setting with other people.

EHARA TAKU TOA I TE TOA TAKITAHU, HE TOA TAKITINI  
MY STRENGTH IS NOT AS AN INDIVIDUAL, BUT AS A  
COLLECTIVE

# Group Online Korero One

Leading Self

**NOTES:**

REFLECTIONS / TAKEAWAYS / ACTIONS

# Group Online Korero Two

Leading Others

**NOTES:**

REFLECTIONS / TAKEAWAYS / ACTIONS

# Group Online Korero Three

Leading Change

**NOTES:**

REFLECTIONS / TAKEAWAYS / ACTIONS

NOTES FROM OTHER ASPECTS OF THE  
PROGRAMME:

NOTES:

KEI ŌU RINGARINGA TE AO  
THE WORLD IS YOURS.



**Growth  
Culture**