



**2026**

WOMEN IN LEADERSHIP PROGRAMMES

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**BREAKTHROUGH  
LEADERS**

# BREAKTHROUGH LEADERS MISSION

KA HURI TE KEI O TE WAKA KI TE PAE TAWHITI

Breakthrough Leaders is a strategic investment in Aotearoa's leadership future.

We develop leaders who can navigate complexity, influence systems, and champion the aspirations of a diverse, changing nation.

Our mission is to grow leaders who can hold global perspective and local responsibility in the same breath — leaders who can shift organisations, uplift people, and steward Aotearoa New Zealand toward a more prosperous, inclusive, and future-fit horizon.





# AOTEAROA'S LEADERSHIP PROGRAMME FOR THE NEXT CHAPTER OF IMPACT

Breakthrough Leaders grows the calibre of leadership our country needs next — leaders who uplift people, shift systems, and shape a more prosperous, inclusive Aotearoa.  
Grounded in Te Tiriti, informed by global insight, and strengthened through cross-sector connection.

## OUR PURPOSE

To develop leaders with strategic clarity, cultural intelligence, and the courage to transform the systems shaping Aotearoa's future.

## OUR STORY

Created to meet a national need: a place where experienced leaders could expand their worldview, deepen cultural competence, and form powerful cross-sector relationships.

Breakthrough Leaders has always held a simple belief: when leaders grow with intention, the whole nation benefits.

# AOTEAROA'S LEADERSHIP PROGRAMME FOR THE NEXT CHAPTER OF IMPACT

Breakthrough Leaders nurtures courageous, culturally intelligent leaders who honour Te Tiriti, uplift communities, and shape meaningful, lasting impact across Aotearoa and beyond.

Leaders who know who they are, what they stand for, and how to influence change across Aotearoa and beyond.

## OUR FOOTPRINT

**400+**

Alumnae of  
Breakthrough  
Leaders

**\$1.6M**

Reinvested in  
scholarships, focused  
on Māori and Pasifika

**400+**

Influential Global  
Women members  
across 5 chapters

**\$3.9m+**

Audience reached  
of 300+ media  
mentions in 2024

**80+**

CEOs and Chairs  
in Champions for  
Change Collective

**170k**

Workforce throughout  
54 partner  
organisations



# BREAKTHROUGH LEADERS

## IMPACT

Breakthrough Leaders is a deliberate investment in Aotearoa — the work of shaping a just, inclusive, and prosperous Aotearoa. The programme develops leaders with the **cultural intelligence, strategic clarity, and purpose-driven capability needed** to steward our nation into its next chapter.

**44%**

Pasifika & Māori  
Programme  
participants in 2024

**133%**

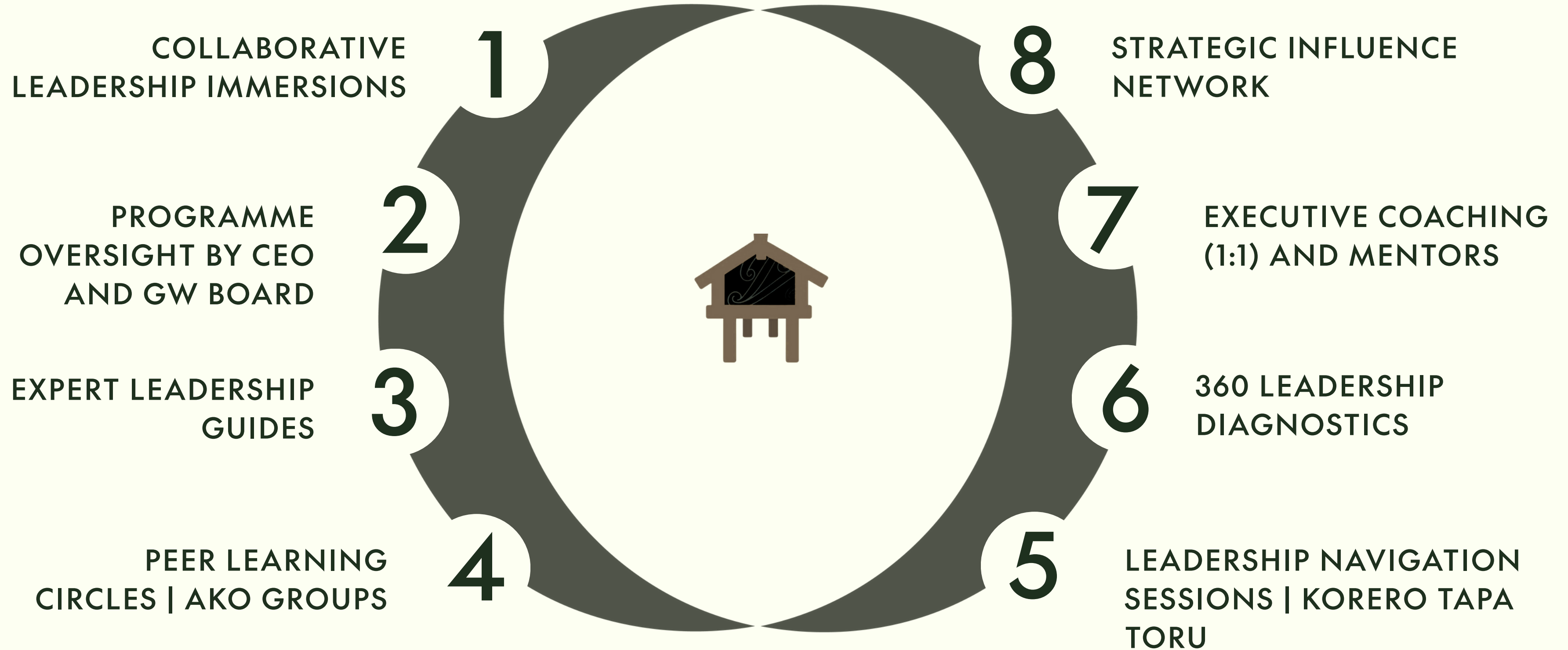
Participants reported an  
increase in sense of mana,  
confidence, empowerment  
and self-belief since starting  
the programme.



“ Global Women’s Breakthrough Leaders programme was designed to create a pathway for exceptional aspiring women leaders to step into roles of influence and impact, supported by our equivalent of the ‘old boys club’ – a peer network of visionary changemaking female leaders. ”

- **DAME JENNY SHIPLEY**

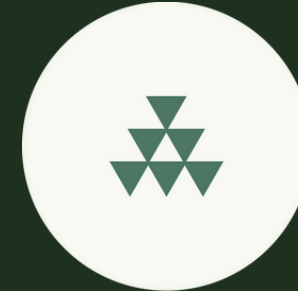
# A DYNAMIC LEARNING METHOD THAT MOVES LEADERS FROM INSIGHT TO IMPACT.





## Leading Self Ko Wai Au?

- Self-awareness
- Emotional intelligence
- Resilience and wellbeing
- Understanding personal leadership style
- Ability to reflect, adapt, and learn
- Values-led decision-making



## Leading Others Ko Wai Koe?

- Building trusting relationships
- Influencing, inspiring and motivating others
- Managing conflict
- Creating psychologically safe environments
- Coaching and developing people
- Communicating with clarity and impact



## Leading Culture And Inclusion Nga mahi Tautikanga

- Cultural competence and confidence
- Understanding bias and inequity
- Creating inclusive, equitable systems
- Championing diversity
- Honouring Te Tiriti o Waitangi
- Building belonging across difference



## Leading Change Arataki Huringa

- Understanding complexity and system dynamics
- Navigating uncertainty
- Adaptive leadership
- Strategic and future-focused thinking
- Innovation and experimentation
- Leading transformation and new ways of working





## Leading Systems and Influence Mahi Rangatira i te Ao Pūnaha

- Reading system power structures
- Strategic influence across sectors
- Stewardship mindset
- Partnering for impact
- Working across boundaries (public/private/community)
- Contributing to Aotearoa's long-term future



## Collective Intelligence

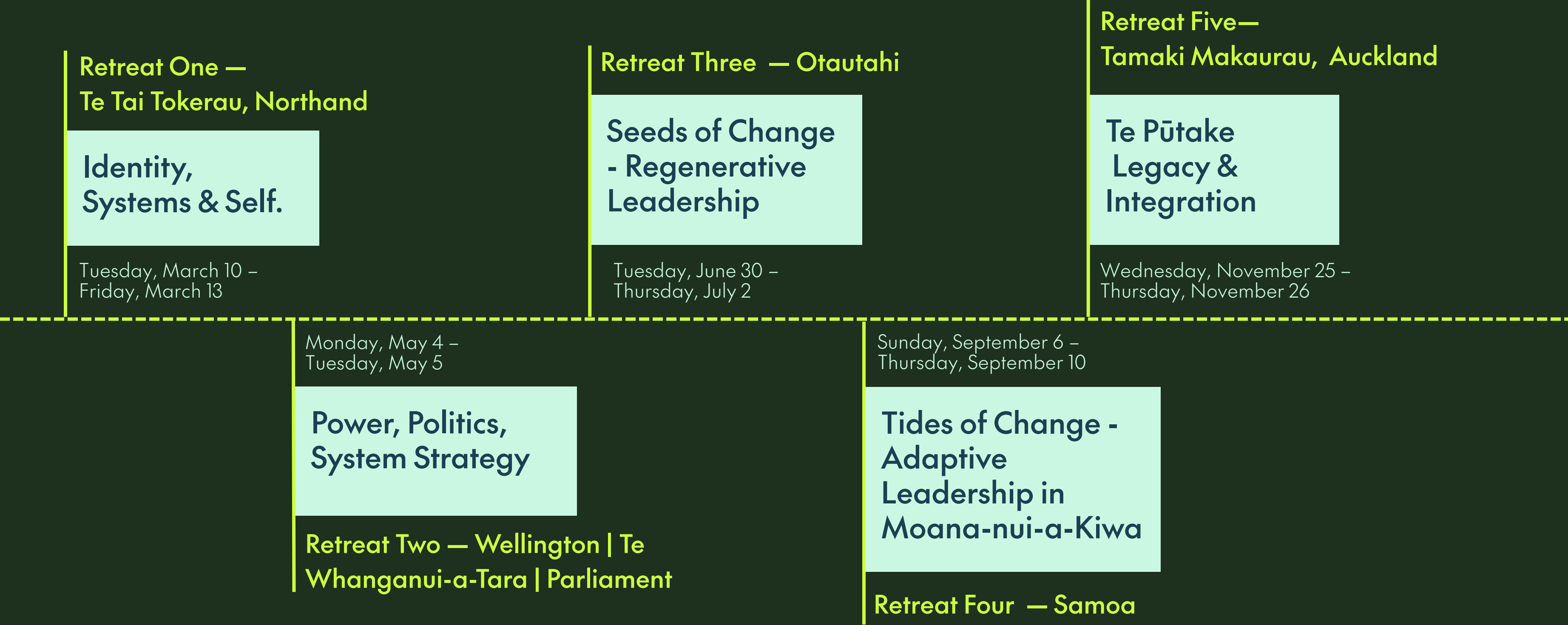
- Experience the strength of a diverse, values-aligned cohort
- Learn with and from peers through shared insight and challenge
- Build relationships that expand influence and perspective
- Engage in constructive feedback and collective problem-solving
- Leverage the network to extend leadership reach across sectors
- Contribute to a community committed to mutual growth and impact



## Mana & Presence

- Inner confidence anchored in identity and values
- Embodied presence that inspires trust and credibility
- Calm, steady leadership in high-pressure contexts
- Clear, intentional communication and use of voice
- Integrity, courage, and mana-enhancing behaviour
- Acting with purpose in ways that uplift others

# PROGRAMME ARCHITECTURE | TE ARAI



# PROGRAMME ARCHITECTURE

## WELCOME TO THE MAHAU – YOUR ENTRY PATHWAY



### Discovery – Te Tomokanga

**November – Early January**

Interview with Global Women to explore your leadership aspirations, values, and readiness for the BTL journey.

**Action:** Submit application (opens November, closes early January).



### Selection – He Kōwhiringa

**Mid January – Late January**

Your application is reviewed by the Breakthrough Leaders Governance Group.

This stage confirms your readiness and alignment for the programme before moving into Acceptance.



### Acceptance – Whakaae

**Late January – Early February**

Your place in the programme is formally confirmed.

You are welcomed inside the whare — Following acceptance.

**Action:** Confirm participation and complete onboarding requirements (Including the GELM 360).

Please allow two weeks to complete the 360 process.



### Preparation – Whakatau

**Early February - Late February**

Your first formal trilateral takes place before the first retreat.

Using your 360 insights, you shape your goals and map your Executive Coaching pathway for the programme.

You also complete all required forms, evaluations, and pre-work.

**Action:** Complete 360 review, submit pre-work, attend trilateral.



### Orientation - Whakawhanaungatanga

**First week of March**

You join the online pre-care webinar to meet alumnae and the BTL/Global Women team.

Post this webinar you will be aligned with a Breakthrough Leaders Mentor (Alumnae)

Your mentoring appointments are coordinated directly between you and your mentor.



# PROGRAMME EXPERIENCE STREAMS

## FOUNDATIONS & SETUP

**November–January**  
**APPLICATION & SELECTION**

**Late January–February**  
**GOVERNANCE GROUP REVIEW**  
Including scholarship applications

**February**  
**PRE-WORK + WELCOME PACK**

**GELM 360 Assessment**  
**Leadership Purpose Reflections**  
**Initial Diagnostics Survey**  
**Meet Your Mentors**

## INDIVIDUAL DEVELOPEMENT STREAMS

**February**  
**Korero Tapa Toru**  
**TRILATERAL 1**  
**PRE-PROGRAMME**

**July**  
**Korero Tapa Toru**  
**TRILATERAL 2**  
**MID-PROGRAMME**

**November**  
**Korero Tapa Toru**  
**TRILATERAL 3**  
**END-PROGRAMME**

**Tuākana–Teina Mentoring: Matched with a Breakthrough Alumni Mentor**  
you and your mentor lead the journey

## EXECUTIVE COACHING SESSIONS

**March/April**  
**SESSION 1**

**June**  
**SESSION 2**

**September/October**  
**SESSION 3**

## COLLECTIVE LEARNING EXPERIENCES

**RETREAT 1:**  
**TE TAI TOKERAU/**  
**NORTHLAND**  
**Foundations for**  
**Breakthrough Leadership**  
**10–13 March 2026**

**RETREAT 2:**  
**TE WHANGANUI-A-TARA /**  
**WELLINGTON**  
**Power, Politics, System**  
**Strategy.**  
**4–5 May 2026**

**RETREAT 3:**  
**CHRISTCHURCH/**  
**ŌTAUHAHI**  
**Seeds of Change -**  
**Regenerative Leadership**  
**30 June – 2 July 2026**

**RETREAT 4:**  
**SAMOA / MOANA-NUI-A-**  
**KIWA**  
**Tides of Change -**  
**Adaptive Leadership**  
**6–10 September 2026**

**RETREAT 5:**  
**AUCKLAND | TĀMAKI**  
**MAKAURAU**  
**Integration, Identity &**  
**Te Pae Tawhiti**  
**25–26 November 2026**

**TE PO**  
**WHAKANUIA**  
**GRADUATION**  
**Thursday 26**  
**November**  
**2026**



# RETREAT ONE NORTHLAND | WAITANGI

## IDENTITY, SYSTEMS & SELF.

FOUNDATIONS FOR  
BREAKTHROUGH LEADERSHIP

KŌ WAI AU? KO WAI KOE? KO  
WAI MĀTOU? KO WAI TĀTOU?

## THE EXPERIENCE

The cohort is grounded in one of Aotearoa's earliest centres of Māori economic power and international exchange.

Leaders explore the pre-Tiriti Māori economy, early trade networks, and the forces that reshaped Indigenous prosperity and the birthplace of our nation— sharpening their understanding of how identity, whakapapa, and history continue to shape modern leadership.

## DAY ONE

Leaders begin in Kororāreka, tracing Aotearoa's early economic and political foundations and the Māori trade networks that shaped the region.

They connect this history to their own leadership identities, grounding the retreat with Kō wai au?

## DAY TWO AND THREE

The group interrogates Te Tiriti in 2026 at the site where our national story began asking: Is it being honoured? What does it demand of us now?

They work in cultural caucus groups, then converge with experts in nation-building and Indigenous-Crown dynamics, connecting historical truth to present responsibility and future possibility.

## DAY FOUR

Leaders move from self-awareness to collective responsibility, examining how collaboration and shared purpose drive effective leadership.





# RETREAT TWO

## TE WHANGANUI-A-TARA | WELLINGTON

### POWER, POLITICS, SYSTEM STRATEGY.

SHIFTING FROM IDENTITY TO  
INFLUENCE

### THE EXPERIENCE

Leaders move into the centre of Aotearoa's political and policy ecosystem, exploring how power operates across government, public institutions, and national decision-making. They unpack the bowls of the machinery in the government, what it means to shape policies, laws, governance and how influence operates across complex systems.

### DAY ONE

An expert communication workshop helps leaders refine their unique voice and communicate with clarity across complexity. Participants strengthen their ability to frame ideas, navigate high-stakes conversations, and hold influence with confidence and credibility in moments that matter.

### DAY TWO

Leaders step into the heart of government to understand the bowls of the machinery, sit inside Question Time, and engage with cross-party wāhine MPs on the realities of influence. They explore what it means to be a woman leading inside political systems, why our politics matter, and the ethical responsibilities that come with public leadership. In an age of polarity, leaders practise listening and hearing across difference, strengthening their ability to navigate contested spaces with integrity and courage.





# RETREAT THREE CHRISTCHURCH | ŌTAUTAHĪ

## SEEDS OF CHANGE - REGENERATIVE LEADERSHIP

LEADING WITH FORESIGHT AND  
ADAPTABILITY

### THE EXPERIENCE

Participants explore how innovation, resilience and long term systems thinking shape organisational and national transformation. Through place based learning and encounters with leaders who have guided Ōtautahi through crisis, regeneration and scientific discovery, they examine what it means to lead with courage, adaptability and foresight. This retreat strengthens future focused leadership capability, deepens understanding of sustainability and community centred change, and equips leaders to make decisions that endure well beyond a single generation.

### DAY ONE

In Ōtautahi, leaders explore how place, community and innovation shape leadership through disruption. Guided by local civic leaders and changemakers, they connect with stories of recovery and renewal that have defined the city's transformation. Through kōrero with the Sakinah Community Trust, which supports women affected by the 15 March attacks and helps communities heal and rebuild, leaders reflect on what it means to find mana through extreme crisis to preserve memories, honour loss and move forward together toward belonging and renewal.

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You don't often leave a conversation feeling both more grounded and more expanded. The kōrero with Sakinah Trust reminded us that the seeds of change are sown through compassion, clarity, and deep community commitment."

— Breakthrough Leaders participant





# RETREAT THREE CHRISTCHURCH | ŌTAUTAHĪ

## DAY TWO

In the evening, leaders gather at Kate Sheppard House, the birthplace of women's suffrage in Aotearoa. They explore the legacy of Kate Sheppard and Meri Te Tai Mangakāhia of Te Rarawa, who each fought for women's right to lead and be heard.

Through stories and reflection, leaders consider how these early movements for equality continue to shape leadership today and what it means to carry their courage and vision forward.

## DAY THREE

Leaders turn their gaze to the long view exploring foresight, resilience, and the legacies of values-led leadership. From insights on adaptive governance to Antarctic explorations with pioneering scientists and entrepreneurs, they examine how sustained vision and environmental responsibility shape leadership that endures beyond a single generation.





# RETREAT FOUR SAMOA | MOANA-NUI-A-KIWA

## TIDES OF CHANGE – ADAPTIVE LEADERSHIP

IN MOANA-NUI-A-KIWA

### THE EXPERIENCE

Leaders step into Samoa as a live geopolitical landscape, where climate vulnerability, regional alliances, Indigenous governance, and global power dynamics converge.

Through cultural grounding, community encounters, and visits to sites such as Lalomanu Bay—a place marked by both devastation and extraordinary resilience—leaders witness how Pacific communities respond to crisis, rebuild identity, and navigate shifting geopolitical tides. This immersion strengthens adaptive leadership: the ability to read risk, honour cultural systems, lead across difference, and make decisions that recognise Aotearoa's responsibilities within Moana-nui-a-Kiwa.

### DAY ONE

Leaders enter Samoa through ceremony and cultural grounding that introduce Fa'a Samoa and the relational systems that hold power across the region.

They begin to understand Samoa not only as a cultural landscape, but as a geopolitical frontline where climate pressure, diplomacy, and community systems intersect.

This day lays the foundation for reading context with humility, awareness, and Pacific-led perspective.

### DAY TWO

Leaders visit Lalomanu Bay and key ancestral waters, encountering a community whose story carries both deep devastation and powerful renewal.

Talanoa with local leaders reveals how global emissions choices, climate pressures, and diplomatic decisions ripple directly into Pacific homes and futures.

The experience expands their sense of risk, resilience, and Aotearoa's role in safeguarding stability across Moana-nui-a-Kiwa.





# RETREAT FOUR

## SAMOA | MOANA-NUI-A-KIWA

### DAY THREE

Leaders meet youth activists, educators, and community organisations navigating justice, gender equity, education pathways, and the pressures facing young Pacific people.

They explore how demographic shifts, social movements, and global instability shape the next generation of regional leadership.

### DAY FIVE

Leaders engage with locally owned Indigenous businesses to understand how cultural values, care for whenua and regenerative models sustain Pacific livelihoods. They also connect with women led community trusts that anchor village life through care, enterprise and intergenerational leadership.

Throughout their time in Samoa, leaders are invited to reflect on identity, belonging and their own relationship with Indigeneity — considering how culture, place and community shape the way they lead.

### DAY FOUR

Leaders engage with regional diplomats, regenerative enterprises, and geopolitical experts to understand how Pacific nations negotiate climate risk, development funding, and global alliances.

They examine Aotearoa's strategic role inside Moana-nui-a-Kiwa and how Pacific nations navigate competing international pressures.





# RETREAT FIVE AUCKLAND | TĀMAKI MAKAUURAU

## INTEGRATION, IDENTITY & FUTURE HORIZONS

### THE EXPERIENCE

Leaders arrive in Tāmaki Makaurau for the final convergence of their eight-month journey — a place where identity, responsibility, and future leadership intersect.

This retreat brings together the threads of purpose, cultural grounding, political awareness, regenerative thinking, and adaptive practice developed across the year. Anchored in tikanga and Te Ao Māori values, leaders are invited to examine who they have become, the systems they now influence, and the long-horizon responsibilities they carry for Aotearoa.

They explore emerging frontiers shaping leadership: technological acceleration, ethical complexity, shifting power structures, and the cultural responsibilities of leading in a bicultural nation.

The experience closes with a recalibration of purpose and impact — preparing leaders to step forward with clarity, courage, and a deepened sense of contribution to Aotearoa's future.

### DAY ONE

Leaders reconnect to purpose and identity through ceremony and Te Ao Māori grounding.

They revisit the key shifts of the year, purpose, identity, influence, systems, and adaptive capability — and integrate these learnings into their current leadership context.

The day introduces emerging frontiers shaping leadership in Aotearoa: technological disruption, ethical tension, shifting power, and cultural responsibility.

Leaders begin aligning who they are with the futures they need to navigate and influence.

### DAY TWO

Leaders step into future horizons through Te Pae Tawhiti.

Guided by provocations, scenario mapping and shared dialogue, they explore how to shape equitable systems, navigate uncertainty and lead with accountability across communities.

They integrate their year of breakthroughs, distilling the leadership identity they will carry forward. The journey closes with Po Whakanuia, a celebration honouring each leader, their whānau and the collective transformation they have created together.





# THIS IS WHERE LEADERSHIP BECOMES LEGACY.



**"GLOBAL WOMEN  
EXISTS BECAUSE WHEN  
WĀHINE RISE,  
AOTEAROA RISES WITH  
THEM."**

**- DAME THERESA GATTUNG, CHAIR**

A handwritten signature in white ink, appearing to read 'Theresa Gattung'.

**"WHEN WOMEN  
CONNECT WITH THEIR  
MANA AND EACH  
OTHER, THEY BECOME  
UNSTOPPABLE."**

**— KATIE BHREATNACH, CEO**

A handwritten signature in white ink, appearing to read 'Katie Bhreatnach'.

