

GLOBAL WOMEN

2026

WOMEN IN LEADERSHIP PROGRAMMES

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 Aotearoatanga — 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%

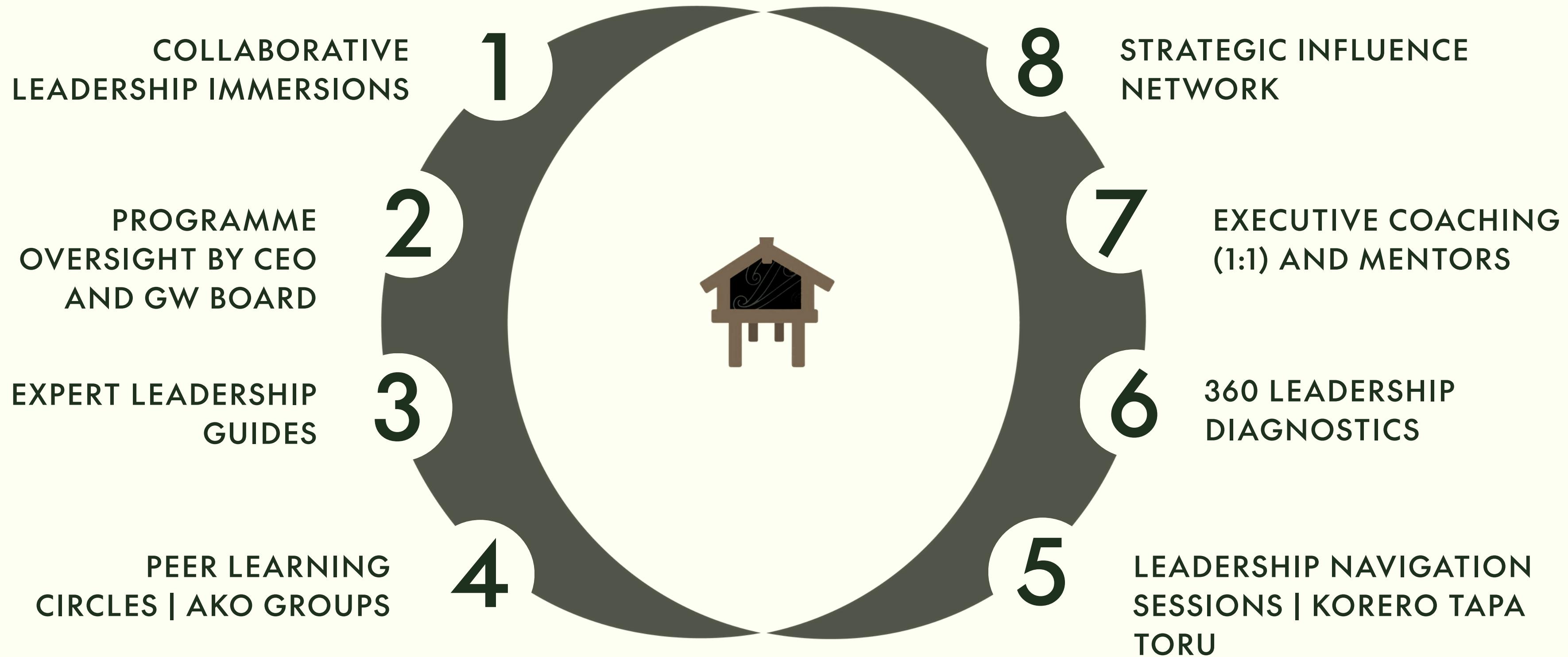
Participants reported an increase in sense of mana, confidence, empowerment and self-belief since starting the programme.



“ 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.



BREAKTHROUGH LEADERS | OUTCOMES



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

BREAKTHROUGH LEADERS | OUTCOMES



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

Retreat One —

Te Tai Tokerau, Northland

**Identity,
Systems & Self.**

Tuesday, March 10 –
Friday, March 13

Retreat Three — Otautahi

**Seeds of Change
- Regenerative
Leadership**

Tuesday, June 30 –
Thursday, July 2

Retreat Five—

Tamaki Makaurau, Auckland

**Te Pūtake
Legacy &
Integration**

Wednesday, November 25 –
Thursday, November 26

Monday, May 4 –
Tuesday, May 5

**Power, Politics,
System Strategy**

**Retreat Two — Wellington | Te
Whanganui-a-Tara | Parliament**

Sunday, September 6 –
Thursday, September 10

**Tides of Change -
Adaptive
Leadership in
Moana-nui-a-Kiwa**

Retreat Four — Samoa

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 DEVELOPMENT 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/
ŌTAUTAHI

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 | ŌTAUTAHI

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.

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 | ŌTAUTAHI

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 MAKURAU

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 black 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 black ink, appearing to read "Katie Bhreatnach".

