Leadership Incubator 2026/27: Impact Report - (live)

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Fostering collective responses to complex issues

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The **Leadership in Communities (LinC) Project** has been supporting community leaders across Canterbury for 9 years ever since the Christchurch earthquakes.

It currently has 7 separate but interconnected programmes:

[Leadership Lab Foundation Report to Funders November 2025]



Incubator


Puāwai


Rourou


Te Whāriki

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LINC Leadership in Communities Project

Leadership Incubator (LinC) Concept Overview

Who: Audience
32-40 community leaders per cohort

Where: Which part of the Māra is it?
Te Mara Whakatipu

When: Duration
12 month programme (Maramataka July to June)

Resources Req: (people, frameworks, pūtea)
For facilitators for wānanga, Strength coaches, ALG facilitators, venues, catering etc

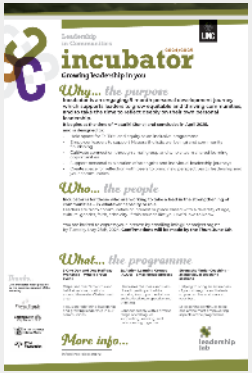
Why/Purpose: Impact question
"***How do we support thriving leaders to grow equitable and thriving communities?***

https://leadershiplab.co.nz/projects/linc-incubator/
300+ leaders over the last 8 years
LinC Impact Study - University of Canterbury Sept 2021

What: Detailed description
- 12 month programme
- 3 face to face wānanga
- 4 Action Learning Groups
- Strengths Coaching
- Invitation into the wider LinC community



How: process/methodology
- Supporting people's understanding of self and how best to thrive in their context by exploring CliftonStrengths, attending wānanga which are grounded in hauora practices such as mindfulness & Te Whare Tapa Whā.
- A tauparapara - Whakarongo ki te tangi i ngā manu e karanga nei is used to frame a deep listening process.
- Attending small group sessions (ALG's) to develop their own practice of gaining perspective and or having critical questions which support robust processing.
- Gathering of impact stories and sharing as a collective



Kaupapa | Purpose

The **Leadership Incubator** is an engaging personal development journey that supports leaders who want to grow equitable and thriving communities. It helps leaders to step away from their day-to-day demands, reflect deeply on their lives and work, and build the personal foundations of leadership to achieve work and community outcomes.

Guided by the tauparapara:

Whakarongo ki te tangi i nga manu e karanga nei
Listen to the call of the tui

…. participants are invited to pause, reflect, and listen to the invitations to deepen and strengthen their practice as they work toward creating equitable and thriving communities.

Leadership Incubator is an inclusive programme that holds space for Te Tiriti o Waitangi, equity and community development by helping leaders to:

- Step out of 'autopilot' and conduct a strategic review of their life/work experience.
- Clarify their strengths/values and connect with their life/work purpose.
- Form a personal action plan to achieve the vision of their future life/work/community leadership.
- Create space for peer reflection and bring new perspectives to their leadership challenges and opportunities.
- Connect meaningfully with others working in communities to affect change and seek potential for collaboration

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Whakapapa of LinC



The LinC (Leadership in Community) Project has been working towards its vision of seeing ‘thriving leaders active in flourishing communities’ since 2014. Founded in a compelling need to support, encourage, and sustain the large number of invisible community leaders that emerged after the Ōtautahi earthquakes, the Leadership Incubator program was the initial LinC offering. Over the last 12 years, the LinC Project has developed and evolved as a transformative initiative now comprising four interconnected programmes: Puāwai, Rourou, Te Whāriki, and the Leadership Incubator.

Over these 12 years of practice, we have worked with more than 500 community leaders (adult and rangatahi) from a wide variety of geographic communities and communities of interest across Waitaha who come from a range of mahi types, from grassroots groups to local small-scale organisations, through to social services, and government organisations. This includes ethnic community organisations, multicultural councils, local iwi, community hubs, social enterprises, and faith-based groups.

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Facilitation Team



Steve Jones Poole
he/him



Pete Cammock
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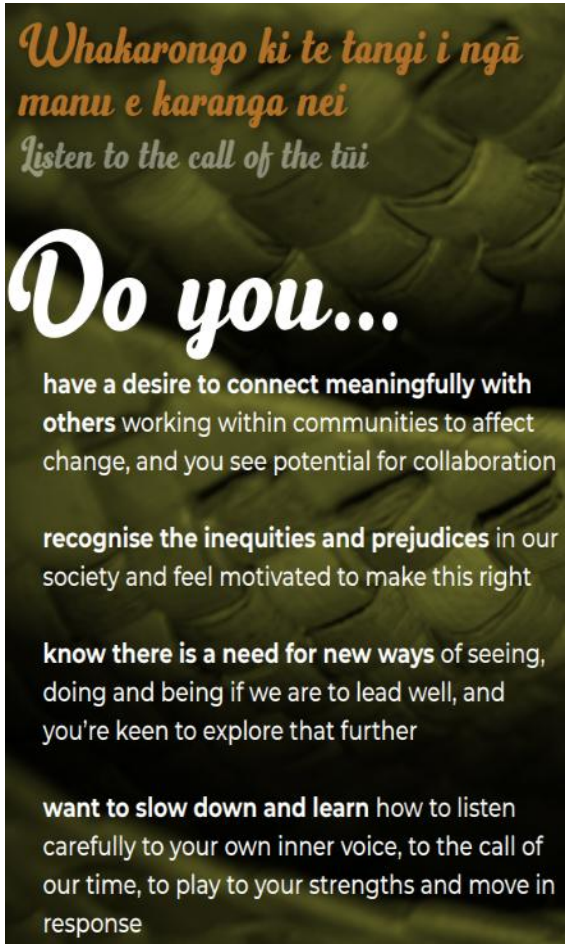
Tammi Martin
she/her



Sooze Harris
she/her



Rebecca Roper - Gee
she/her



Leadership Incubator Participants 2026/2027



Who... the people

Incubator is for those who are working to take a lead in the strengthening of communities – in whatever capacity or role.

Leaders are from communities of interest or place based with a diversity of age, culture, gender, faith, ethnicity. If this sounds like you, we'd love to know.

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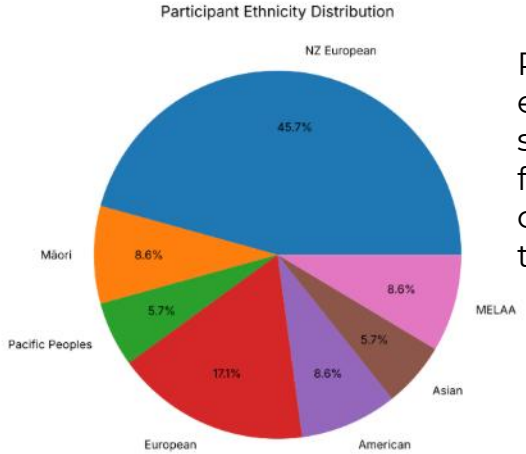
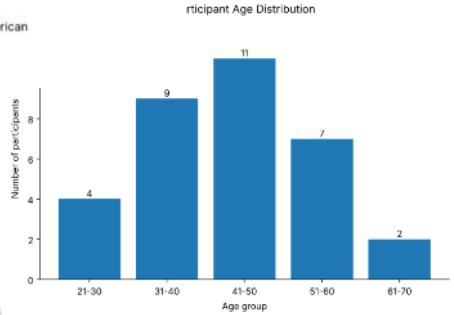
Leadership Incubator Participants 2026/2027 - who they are and where they are working.





Participants came from mahi that represented a highly interconnected ecosystem of place-based, cultural, and lived-experience communities, supported by a broad mix of government, NGO, charitable, educational, faith-based, and social enterprise organisations, with strong emphasis on care, inclusion, wellbeing, and community-led development. Specifically these communities included:

- Geographic / Place-based communities
- Cultural, ethnic & faith communities
- Disability, neurodiversity & lived experience communities
- Health, wellbeing & care communities
- Youth, tamariki & education communities
- Arts, culture, media & creative communities
- Sports & recreation communities
- Environment, conservation & sustainability communities
- Social inclusion & marginalised communities
- Emergency, resilience & safety communities
- Economic, employment & enterprise networks

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Te Haerenga | The Journey

3x One-day and 1 Half-day Wānanga
– Whole group event

5x Action Learning Groups (ALG's)
– Small group process

Clifton Strengths Finder Coaching
– 2x individual coaching sessions



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Wānanga

The three wānanga weave together whanaungatanga, personal leadership reflection, deeper understanding of leadership, and practical leadership tools.

As you reflect on today, what is one or two things you are taking with you? Learnings, insights, reflections, experiences.



"Slow down (listen to what my body needs); reflect and evaluate where I'm at in life, where I want to go and my alignment to strengths in getting me to the destination"

"What leadership can look like from different angles and what areas in my life are on autopilot."

Stimulus and response, how can I expand the space between to respond kindly. The balcony perspective

"Importance of leading from values."

This is a personal leadership journey and you need to lead yourself before you can lead others Finding out my strengths and playing to them. I don't have to be good at or do everything

Im taking with me the intention to be more aware of how present and intentional I am throughout my day, both professionally and in my personal life.

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Clifton Strengths Coaching

Participants received 2 coaching sessions to unpack and reflect on their Clifton Strengths Results as it relates to their leadership in their community space. Clifton Strengths is always a highly valuable component of the LinC programme and participant reflections this

Deepened Self-Awareness and Insight

"It was an amazing moment that I could stop and reflect about my actions and who I am, with self-awareness and kindness."

"Acknowledge the strengths I have without looking for deficiencies."

" As a result of my coaching I plan to be aware of how my strengths are also my weaknesses and how i might adjust my approaches through the conscious adjustment of my strengths."

Practical Application of Strengths

"That each of my skills is unique to me and that i should lean into theme when leading. I am an exceptionally powerful people-centric leader"

"Understanding my unique strengths and the value I bring. How strengths are used by turning them up and down."

"As a result of my coaching i plan to observe how my strengths emerge in my everyday work environment, and which ones i could use more to improve in my professional and personal life."

Encouragement, Confidence & Perspective Shift

"I left the session feeling more proud of myself and confident. at the end, it was so clear the goals and challenges that i need to work on to achieve the type of the leadership that I want in my life and the empowerment that I need to develop."

"Unpacking my strengths and talking about it in the context of my mahi flipped a switch and bought back a spring in my step. I left with a new outlook on how to approach people and projects. "

Action Learning Groups

Action Learning Groups are a structured peer supervision process whereby group members support each other to ‘get on the balcony’ and reflect on their practice. The process focuses on supporting the person sharing to uncover their own understandings and next steps, but asking careful questions designed to expand their thinking.

“My facilitator has done an amazing job of being intentional in developing positive relations amongst the group which has lead to the group being open and vulnerable to sharing what's really on top and impacting our mahi and leadership in our community settings. Also, the other members have been equally brave and courageous in sharing things that are meaningful to them.”

“Opportunity to mentalise, be validated and practice validation.”

“The biggest reflection is that it provides valuable intentional time to focus on leading-self and how the interconnected nature of relationships at work, community and in homelife influences our hauora and outcomes at mahi and home too.”



“The ALG process is a place I value to be present, to slow down, to step on to the balcony and to critically think about my personal context as well as the interconnected nature of people and places. I feel safe and supported in the space and always look forward to the next session.”

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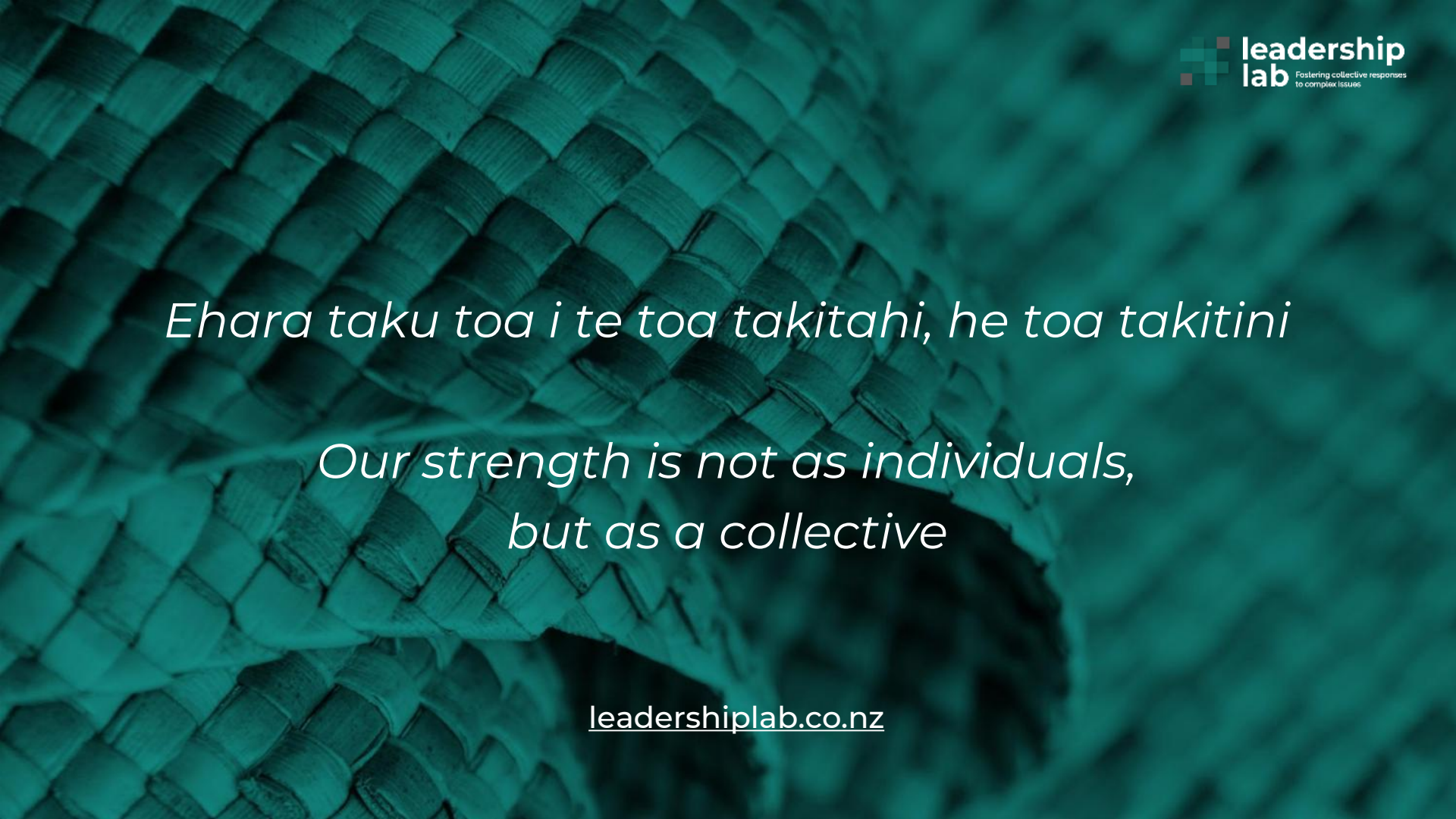
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Fostering collective responses to complex issues
Ehara taku toa i te toa takitahi, he toa takitini
Our strength is not as individuals,
but as a collective
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