

MASTERING EXPERTSHIP

**Te Kāwanatanga o
Aotearoa
New Zealand Government**

FEBRUARY 2026 – JUNE 2026

**Nominations
now open**

For further information please contact:

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Key program dates are at the bottom
of the next slide.

ABOUT THIS PROGRAM

- This program is government employees only
- 15TH program run in New Zealand
- Overall, 13 NZ government agencies have participated - participant feedback is excellent
- Targets high-value individual experts from policy, law, tech, science, and all other specialisms.

A GLOBALLY RECOGNISED PROGRAM THAT TAKES SMART AND EXPERIENCED TECHNICAL EXPERTS IN THE NEW ZEALAND GOVERNMENT TO THE NEXT LEVEL AND BEYOND

CORE ELEMENTS OF THE PROGRAM

Duration: 16 weeks from start to graduation.

Total Time investment: 40 hours.

Course design: Includes workshops, individual coaching, and a feedback process, along with manager triangulation sessions. A learning portal, and support publications are also provided. Five self-paced exercises that are non-mandatory.

Options: The program can be experienced as a virtual program or face-to-face.

GRADUATES WORLDWIDE: 3,200
GRADUATES IN NEW ZEALAND: 320

BENEFITS OF THE PROGRAM

Participants build mastery through the development of enterprise skills which, when combined with their pre-existing technical skills, allows them to offer higher value and operate at a more strategic level.

Run as a collaborative, experiential learning process led by master facilitators (not trainers armed with days of PowerPoint slides), typical cohorts have hundreds of years working experience. We leverage this experience to deduce best and next-practice.

NET PROMOTER SCORE WORLDWIDE: 58
NET PROMOTER SCORE NEW ZEALAND: 78

A CURRICULUM BUILT BY EXPERTS FOR EXPERTS

Technical experts operate in complex, multi-team/project environments, with complicated reporting lines, and responsibilities that range from strategic to mundane. This course is designed specifically to help top SMEs navigate this complexity and create real and extra value for their organisation.



"The best course I have had the privilege to attend in the past 12 years."
WARRICK, Senior analyst, Public Service, NZ

"The *Mastering Expertship* program has given me new horizons to explore in my professional development and some great insights into how to go about delivering value to my organisation."
DEBORAH, Senior Analyst, Public Service, NZ

"The *Mastering Expertship* program brings awareness that being an exceptional expert goes beyond our technical capabilities, and it is the qualitative elements such as personal brand, relationship management, and influencing skills that enable you to go to the next level."
JAZMEN, Industry Insights Manager, Public Service, NZ

PROGRAM DELIVERED BY
EXPERTUNITY
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MASTERING EXPERTSHIP

TARGET AUDIENCE

This program is aimed at high-value individual contributors (not people leaders) who make a significant technical contribution to their organisation – but want to contribute even more.

Our participants are from a wide variety of technical domains – IT, risk, legal, policy, medicine, finance, marketing, engineering, science, logistics, project management etc..

Typically, they are very experienced experts, who are wondering what is next for them. What’s next is far more impact and influence, armed with the skills that this course builds, on top of their already excellent technical capability.

It is a mini-MBA designed for technical specialists.

HOW DO YOU SELECT THE RIGHT PARTICIPANT FOR THIS PROGRAM?

Your subject matter expert today	But	Key enterprise skills that need to be acquired	Your subject matter expert post program
Technically very proficient. Highly regarded for their competence and track record of delivery in their area of specialism.	But ... wants to have more influence and impact and struggles to connect effectively (and be heard by) non-technical stakeholders.	Increased influencing skills, emotional intelligence, and the ability to connect their ideas for technical advancement with organisation strategy.	An expert who can influence both their technical and senior non-technical colleagues effectively.
Clearly has the ability to add much more value.	But ... is bogged down by lower value or ad hoc work and struggles to find the clear air to add new value to the organisation.	Prioritization skills and clear understanding of what is important. Elevated collaboration skills.	Spends a majority of time on high value tasks, ensuring their work has the most value for the organisation. Able to manage competing priorities effectively.
Has the ability to make a strategic contribution in their specialism.	But ... has quite an internal and departmental focus, missing the external focus that strategic contributions require.	Developing a broader, more strategic view of where the organisation sits, and its opportunities to add more value to customers.	Ability to spot opportunities to increase the effectiveness of the whole organisation, not just tactical improvements in their area.
Has great ideas.	But ... struggles to articulate the organisational value in such a way that senior non-technical leaders find them compelling and actionable.	Elevated story telling skills. Political savvy to engage the right stakeholders around the right issues. Ability to connect ideas to much desired strategic outcomes.	Knows how to make the organisational benefits of the great ideas visible and compelling for a wide range of non-technical stakeholders.
Has the opportunity to build the capability of less experienced colleagues.	But ... lacks the time, skills, and sometimes the inclination to do so. Consequently, lower value tasks don't get delegated.	Coaching and mentoring skills. Ability to engage others in interactive, engaging and highly effective training.	Honoured by the team for sharing information, expertise and experiences effectively, building the whole team to a higher performance.

TYPICAL PROFILE OF AN IDEAL PARTICIPANT:

Longevity: Between 10 and 15 years as a practising SME.

Capability: Considered by peers to be at the top of their technical game.

Ambition: Wanting to add more value at a higher level.

Desired changes: Wants to have more influence and have more impact.

Constraints: Very busy technical workload and held back by many requests for help from less capable colleagues. Under-invested in building enterprise skills.

PROGRAM KEY DATES

Nomination deadline: 1 December. **Expertship360 surveys executed:** February – March 2026. **Workshop dates (F2F in Wellington):** Week 1: 18, 19 March. Week 2: 25, 26, 27 March. **Program completion:** June 2026.

THE EXPERTSHIP INSTITUTE

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