



Headquarters
New Zealand Defence Force
Defence House
Private Bag 39997
Wellington Mail Centre
Lower Hutt 5045
New Zealand

OIA-2026-5666

March 2026

[REDACTED]
[REDACTED]

Dear [REDACTED]

I refer to your email of 16 February 2026 requesting, under the Official Information Act 1982 (OIA), information about 'executive leadership training costs'.

External training and development

For the past five financial or calendar years, please provide all training and development opportunities that have been requested and/or approved for:

- *The Chief Executive; and*
- *All Deputy Chief Executives or equivalent senior leadership team members (i.e. direct reports to the Chief Executive), whether or not these opportunities have commenced.*

Please include:

1. *The name of the training or development programme*
2. *The provider and country*
3. *The year approved and/or attended*
4. *The total cost per participant*
5. *A breakdown of costs including:*
 - *Course or tuition fees*
 - *Accommodation*
 - *Flights and travel*
 - *Any other associated costs funded by the agency*

Please also provide:

6. *The total annual expenditure on executive or senior leadership development for each financial or calendar year covered by this request.*
7. *The total annual expenditure specifically on overseas executive or tertiary training for the same period.*

For clarity, this request includes executive leadership programmes, tertiary study (including postgraduate study), and specialist executive education delivered by universities or private providers, whether domestic or overseas.

Executive coaching and counselling services

For the same five financial or calendar years, please provide details of any externally contracted executive coaching, leadership coaching, life coaching, or other externally funded advisory or counselling services provided as part of employment arrangements for:

- *The Chief Executive; and*
- *All Deputy Chief Executives or equivalent senior leadership team members.*

For each engagement, please provide:

8. *The type of service (e.g. executive coaching, leadership coaching, psychological advisory services)*
9. *The provider (individual or organisation)*
10. *The year engaged*
11. *The total cost per individual*
12. *The total annual expenditure by the agency on such services*

For clarity, this request relates to services funded by the agency as part of employment arrangements. It does not include general employee assistance programme (EAP) usage available to all staff.

The New Zealand Defence Force (NZDF) Executive Committee is led by the Chief of Defence Force and includes the Vice Chief of Defence Force, the Commander Joint Forces New Zealand, the Chief of Army, the Chief of Navy, the Chief of Air Force, the Warrant Officer of the Defence Force, the Chief Joint Defence Services, the Chief Finance Officer, and the Chief People Officer.

The enclosed table provides information obtained from relevant cost centre coding with respect to NZDF Executive training, development and coaching undertaken by members of the NZDF Executive Committee over the past five years. Some costs are not available as expenses may have been incurred against other cost centres. Due to the low volume of entries in the enclosed table, total annual expenditure has not been provided separately.

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website, with your personal information removed.

Yours sincerely

GA Motley
Brigadier
Chief of Staff HQNZDF

Enclosure:

1. NZDF Executive training, development and coaching

NZDF Executive training, development and coaching

Attendee	Programme	Provider/Country	Year Attended	Cost Per Participant	Accommodation, Flights, etc.	Other Costs
Chief of Navy	Executive Coaching	Team Leader, New Zealand	2025	\$575	Nil	Nil
Vice Chief of Defence Force	US Pinnacle	National Defence University, United States	2025	\$16,000*	\$3,000 accommodation \$12,000 flights	\$1,000
Chief People Officer	Executive Coaching	Team Leader, New Zealand	2025	\$550	Nil	Nil
Chief of Navy	Executive Coaching	Team Leader, New Zealand	2024	\$550	Nil	Nil
Chief of Air Force	NZDF Health and Safety Officer Programme	Institute of Directors, New Zealand	2024	\$1,345	Nil	Nil
Chief People Officer	Executive Coaching	Team Leader, New Zealand	2024	\$2,750	Nil	Nil
Commander Joint Forces New Zealand	Coaching/ CV consultation	Stellar CVS LTD, New Zealand	2023	\$900	Nil	Nil
Former Chief of Army	Executive Leadership Programme	The Alchemist Collective Ltd, United Kingdom	2023	\$15,753	-	-
Former Chief of Navy	United Kingdom strategic Leaders Programme	Defence Business Services, United Kingdom Defence	2023	\$6,175	\$3,000 accommodation	\$1,000
Former Chief of Air Force	US Pinnacle	National Defence University, United States	2022	\$16,949*	\$13, 721 flights \$2,450 accommodation	\$778

*Invited by organiser at no cost to the NZDF