

Governance New Zealand Incorporated
Auckland Branch

“Harnessing the benefits of diversity”

Tuesday 25 August 2015, Auckland

There is growing evidence of correlation between diversity and organisational performance. Smart organisations have policies, strategies and accountabilities in place to ensure diversity of thinking through all leadership levels. Diversity is not all about female quotas!

Hear from three leading organisations about their practical efforts to ensure that:

- Their organisations reflect their constituency or their customer base
- They harness the potential of their diverse workforce
- Unconscious biases in their organisational thinking are minimised

The panellists will answer your questions and provide insights from their own organisation and experience.

Who should attend?

Senior executives, board chairs and members, governance professionals, HR professionals and line managers, company shareholders and their representatives across all sectors who are interested in ensuring their organisation reflects and benefits from New Zealand's diverse demographics.

Panel Chair

Shayne Blake



Shayne is an Auckland based senior business professional with extensive international and NZ experience in commercial management, governance, business strategy and development, marketing, and operations, gained in steel, building & construction, and professional services industries. Since 2009 Shayne has been an independent Business Improvement Advisor providing strategy, business planning, commercial and governance services to major New Zealand and Australia clients. He is a Fellow of the Institute of Chartered Secretaries and Administrators, and a member of the Auckland Branch Committee, and Membership and Admissions Committee, of Governance NZ.

The Panel

Lana West, Head of People, Customer Fulfilment and People and Communications BNZ



Lana West was appointed Head of People in 2012 spanning two separate portfolios in the BNZ and manages the bank's People Advisory Centre. Her area of expertise is as a HR generalist but also has considerable experience in Learning and Development as well as banking. She has held positions in New Zealand, Australia, and Samoa and also holds the position of Cultural Ambassador Pasifika for the BNZ. Lana joined BNZ in 2011 in the People and Communications team supporting the Partners business unit. She was appointed Head of People for Retail Banking in 2012 and in October 2014 her portfolio changed to look at the bank's newest business unit Customer Fulfilment Services and People and Communications.

Kirstin Te Wao, Diversity Lead, Vodafone NZ



Kirstin leads Vodafone New Zealand's Diversity Strategy and work programmes for (approx.) 2,800 staff based throughout the country. She is a descendant of the tribes of Te Arawa and Tainui and acknowledges the tribe of Ngāti Whātua ki Ōrākei who played a strong role in her upbringing. A proud Māori woman, she is strong in her heritage, culture, reo and tikanga (language and traditions). Kirstin's current role as Vodafone New Zealand's Diversity Lead has been guided by her values which are deeply connected by her culture; Mana Atua – respect for all religions and faiths. Mana whenua – respect for our environment and surroundings. Mana tāngata – respect for all people, cultures, backgrounds and diversity.

Dr Philippa Reed, Diversity Manager, Auckland Council



Philippa is Diversity Manager at Auckland Council. This role presents an opportunity to bring her experience and passion for diversity, developing an inclusive culture and building leadership capability to one of the region's largest employers and most diverse organisations.

As Chief Executive of the EEO Trust for nine years from 2003 to 2012, Philippa lead a team engaging with the business community on diversity issues and the benefits and challenges of our increasingly diverse workforce. She was a Board member of the Auckland Migrant Services Trust for six years. Previously, Philippa has held senior management roles at the University of Auckland Business School and KPMG (in corporate taxation and management consulting).

Event details

Date	Tuesday 25 August 2015	
Time	5.30pm	registration, networking and light refreshments
	6.00pm	presentations
	7.30pm	close
Venue	Governance New Zealand Inc. Administration House Level 2 44 Anzac Ave Auckland	
Cost	\$45 (GST incl.)	

To register

- [Online](#)
- Email: info@governancenz.org with credit card details
- Direct credit: BNZ Auckland 02 0100 0043243 00 (quote **W&DSem** as reference)

We look forward to your attendance at this event.

Governance New Zealand confirms this event qualifies for CPD unstructured credits based on 1 credit per hour of attendance.

Contact

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