



Whare Ako

Presented by Matt Iorangi
Group Manager - Capability

Northpower



Our workforce context ...

**Northpower's
growth
ambition**



Demand



**Northpower's growth ambition
towards our Purpose**

- People demand over 10 years
- Wide range of capabilities needed

**Industry skills
shortages**



Supply



Industry and workforce realities

- Unprecedented growth in industry
- Workforce & skills shortages never faced before



Introducing Whare Ako



Whare (noun)

house, building, residence. A whare also represents a person and a place of inter-generational learning and sharing.

Ako (verb)

to study, learn, teach, instruct, advise.



Whare Ako alignment and context

Building futures purpose:

Northpower's 'Building futures' purpose has set Whare Ako's direction to support and develop our people, so that each of us is equipped with the skills and ability to grow as Northpower grows.

Northpower's operating philosophy:

Whare Ako is Northpower's commitment to our people and is built around our operating philosophy - *"Passionate people who are learning, deliver value, every day."*

Our Business plan:

Whare Ako is a key enabler to "Grow future-ready talent and leadership - creating a more diverse, inclusive and equitable organisation across our growing businesses and industry"



NAU MAI HAERE MAI
WE'RE ALL ON A LEARNING JOURNEY



WE ARE BUILDING OUR FUTURE THROUGH THESE BEHAVIOURS

BEHAVIOURS OUR CORNERSTONES

- BE MINDFUL BE PRESENT BE SAFE
- EARN THE TRUST
- ACT AS ONE
- OWN THE OUTCOME

NEWCOMERS

WE WANT YOU TO BE FREE TO EXPLORE WAYS YOU CAN EXTEND AND DEVELOP AND REACH YOUR POTENTIAL



WE ATTRACT AMAZING PEOPLE LIKE YOU

LEADERSHIP SUPPORT

OUR LEADERSHIP PRACTICE

- E-LEARNING
- INTEGRITY/TRUST
- PURPOSE/DIRECTION
- CONTINUOUS DEVELOPMENT
- TUAKANA/TEINA
- EMPOWERMENT
- RECOGNITION + FEEDBACK FRAMEWORK
- BEING PRESENT

WHARE AKO APP
MY LEARNING RECORDED



PURPOSE
CONNECTING COMMUNITIES
BUILDING FUTURES FOR NORTHLAND

PHILOSOPHY
PASSIONATE PEOPLE WHO ARE LEARNING DELIVER VALUE EVERY DAY

AMBITION
100 TRAINEES A YEAR

KANOHI KITE KANOHI CONNECTIONS



READY TO GROW?
ARE YOU READY FOR SOMETHING NEW?

SKILLS ARE TRANSFERABLE, SO YOU CAN EXPLORE DIFFERENT ROLES WITHIN THE ORGANISATION

TUAKANA/TEINA
PASS ON KNOWLEDGE



RECIPROCALITY

TRADES + TRAINING
SET PATHWAYS WITH ON THE JOB LEARNING



LEADERSHIP DEVELOPMENT

PARTNERS

- LIVE ELECTRICITY
- MOVING VEHICLES
- PUBLIC SAFETY
- FATIGUE
- PERSONAL SECURITY
- SUBSTANCES HAZARDOUS TO HEALTH
- CONFINED SPACES
- FALLING OBJECTS
- MENTAL HEALTH
- WORKING AT HEIGHT

WE HELP YOU DEVELOP A SAFETY-MINDSET TO KEEP YOURSELF AND OTHERS WELL



FUTURE TALENT

TRAINEE

WHARE AKO,
YOUR LEADERSHIP DEVELOPMENT JOURNEY

Leadership and our learning environment



KEY THEMES:

People at our centre

We are all learners

Empowering our individual & collective learning everyday

Learner & leader relationships are key

Leaders take care to connect & develop our people

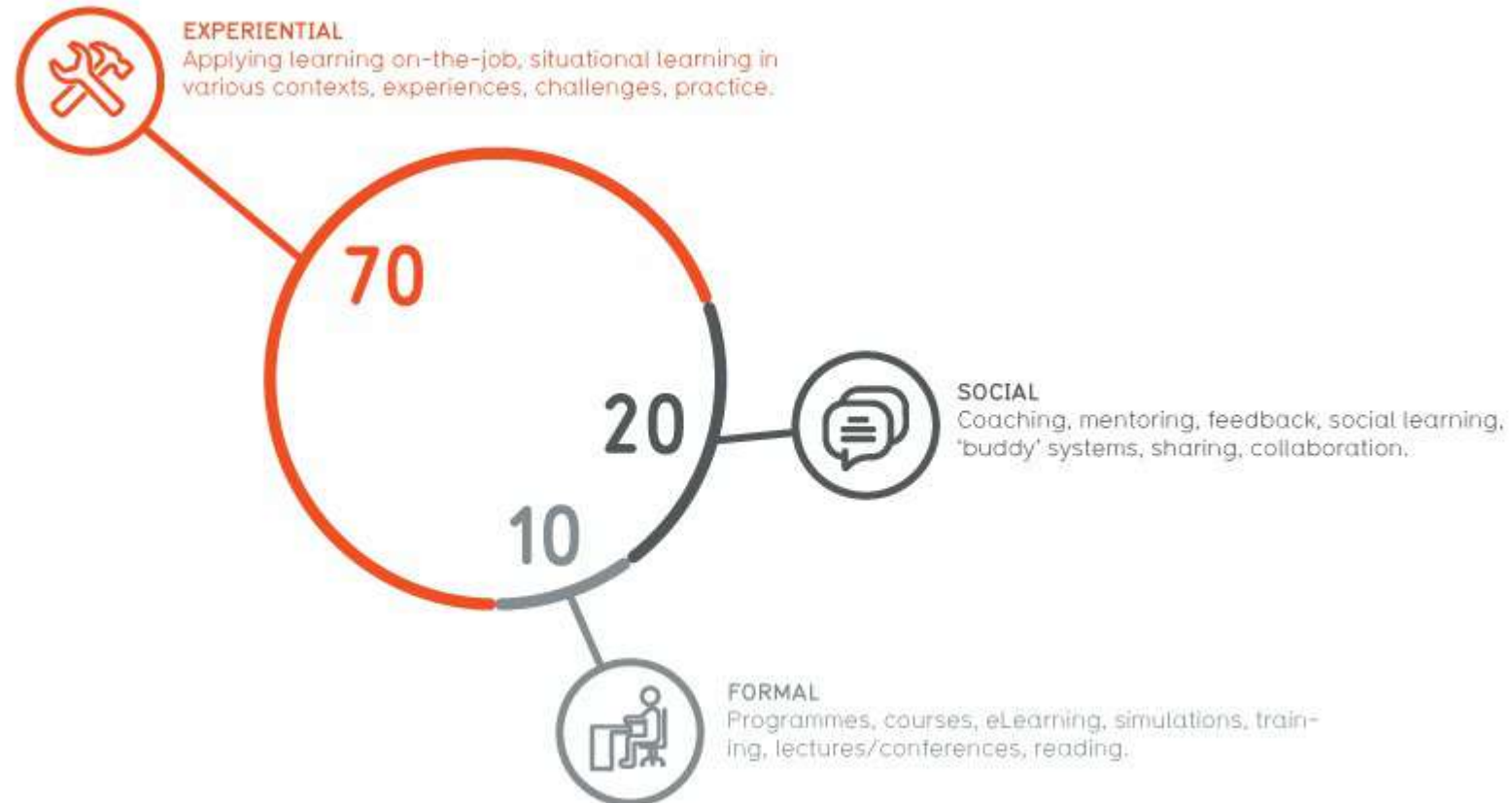
Strong leadership support is essential

for our people & their development, for Whare Ako & Northpower.



Our Model for learning

All Whare Ako projects will align with this 70:20:10 model for learning :





Whare Ako programme – Focus areas



Our Focus Areas



Leadership

- **Livening our Leadership Capability Framework**
 - ✓ What great leaders look like
- **Talent Development Programme**
 - ✓ Building Leaders for the future
- **Ko Wai Au programme**
 - ✓ Who Am I – Self leadership



Learning Pathways

- **Learning Pathways**
 - ✓ Promote excellence in current role
 - ✓ Clear pathway progression
 - ✓ Learner Led, Leader Supported



Technical training & certification

- **Aligning our WTC Framework to the CCF**
 - ✓ Transportable resources across all our contracting regions



Opportunities for our communities

- **Community engagement and events**
 - ✓ Creating Tangible career opportunities for our communities
- **Trades Cadetships**
 - ✓ Identify and build talent for the future



Trades Cadetship programme



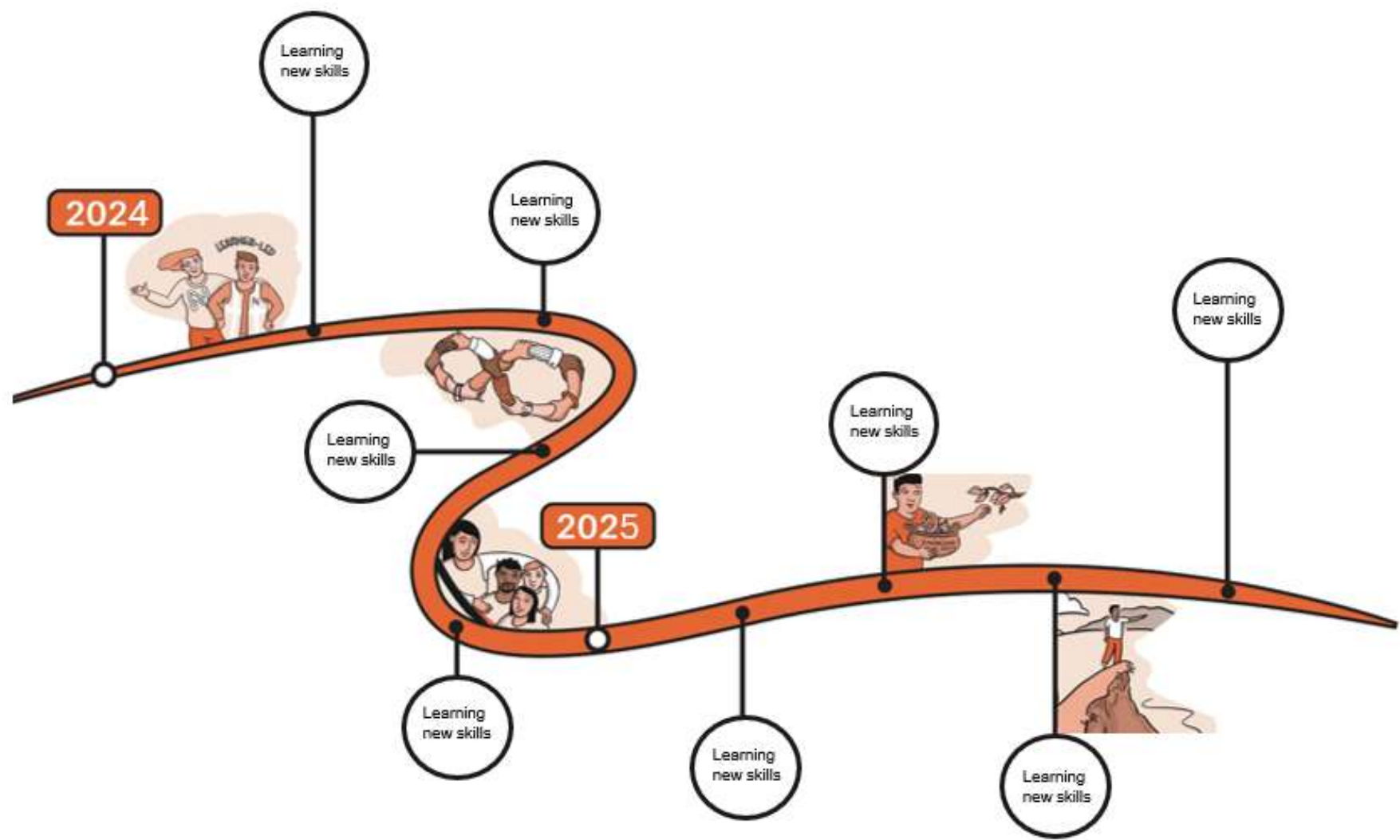


Trades Cadetship programme

- Our co-designed Residential programme delivered in Northland strengthens connections with our whānau, our communities and our roots
- Our recruitment approach acknowledges the traditional pathways into the ESI through our 'Friends and Whānau' approach
- 8-week intensive programme focuses on building capability
- Long-term Target of bringing **700** new apprentices to the business over 10 years
- Create lasting connections with Leaders and Learners



Pathways Journey





Pathways

- Co-designed by ‘our people for our people’
- Holistic in approach and People-centred
- Guides Development and Performance discussions for our leaders and learners
- Visibility of the Learners journey and next steps ‘Learner led, Leader Supported’
- Improved retention and employee engagement



Pathways scope and success criteria



DESIGN

Design Priority Pathways for Contracting & Fibre Teams

- Define core competencies across distinct pathways
- Conduct gap analysis to assess the existence and absence of learning content
- Recognize effective options for delivering learning, both through internal resources and external providers.
- Establish learning and assessment methods using 70:20:10 model

SUCCESS CRITERIA

- Defined pathways designed and competencies collated
- Completion of gap analysis and the identification of learning content across pathways
- A framework of Northpower's organization-wide learning pathways



IMPLEMENT

Pilot Implementation of Priority Pathways

- strategically plan the implementation of pathways with a strong emphasis on people and culture
- Collaboratively develop an implementation model centered around people
- Perform system testing and initiate a pilot implementation

SUCCESS CRITERIA

- Staff and line managers actively engaging in and accessing learning following the implementation of pathways
- Stakeholders from Northpower who participated express a positive and empowering experience



RECOMMEND

Recommendations for Scalability

- Formulate actionable recommendations for enhancing future project planning and execution
- Recommend future use for onboarding and career progression
- Draft a proposed roadmap for the widespread rollout and implementation of future pathways

SUCCESS CRITERIA

- Collated insights and observations covering successful practices and challenges from all stakeholders
- Pilot findings and recommendations to optimize the development of pathways at scale



Pathways scope and success criteria

Kohikohi ngā kākano, whakaritea te pārekereke, kia puāwai ngā hua

Gather the seeds, prepare the seedbed carefully, and you will be gifted with an abundance of food