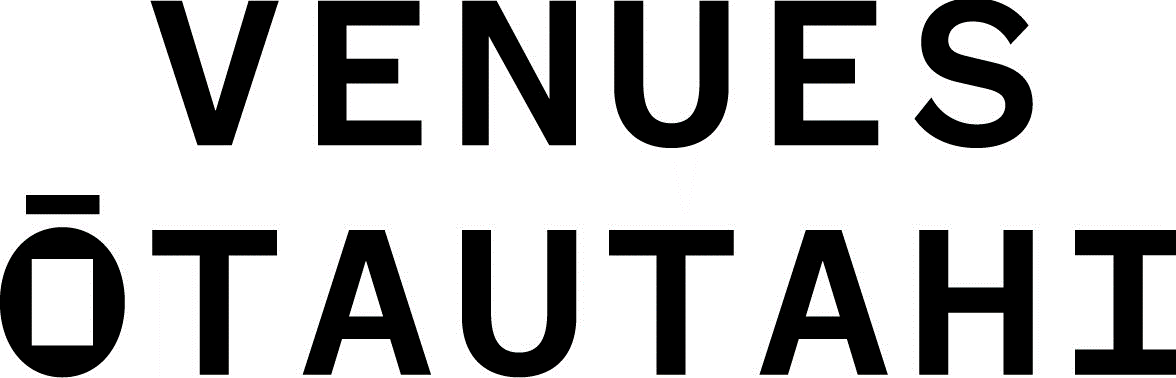
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| --- | --- | --- | --- | --- | --- | --- |
|  |  | **2024** |  | **2025** |  | **2026** |
| **Ko Tātou Tenei**  Our People Strategy |  | **Good**  Address pain points  Rebuild foundations  Plan for the future |  | **Better**  Prepare for the Future  Build readiness, capability, trust, and confidence |  | **Best**  Workforce of the future  Best employer |

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We’re all incredibly passionate about what we do here at Venues Ōtautahi.

Our People Strategy provides a pathway that ensures we are being deliberate about the employee experience we are providing to our people.

Everyone has a stake in our strategy, and it supports our mission to strategically manage and leverage the venues to deliver positive social, cultural and economic benefit to the region

Over the next three years our People Strategy will focus on five key areas.

Delivery of the initiatives in each of the key focus areas will be with the following principles in mind:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Key Focus Areas** |  |  |  |  |  |  |
| **Meaningful Work**  People feel they are contributing to our vision  Our people feel a sense of purpose and empowerment and have the tools and resources they need to do their job |  | * Fit for purpose HR Policies and Processes * Streamlined Recruitment and Paperless Contracts * Automated Onboarding & Offboarding * Positive Union relationships * Te Kaha Operating Model |  | * Social Contract + Engagement of our Casual Workforce * IR Strategy * HC brand and EVP * Design Te Kaha Workforce Strategy |  | * Deliver Te Kaha Workforce Strategy |
| **Inclusive Culture**  We provide a diverse, flexible, and collaborative workplace where people feel proud to work here and a sense of belonging |  | * Communication and Engagement Framework * SharePoint Intranet * Flexible work/24/7 Work Design Assessment * Monthly Pulse Checks |  | * Strengthen Staff Recognition * Diversity, Equity and Inclusion Review * Te ao Māori Integration * Remuneration Framework |  | * Diversity, Equity, and Inclusion Plan Implementation |
| **Opportunities for Growth**  We provide opportunities for on the job learning  and career progression  We support our people to move into different roles within VŌ |  | * Skill Level Framework * Competency Framework * Performance Review * Online Learning Management System |  | * Talent Identification and Development * Succession Plan * Performance Review Continuous Improvement * Design Te Kaha Training Programme |  | * Agile Performance Review * Deliver Te Kaha Training Programme |
| **Safe and Sustainable**  The work environment is safe, and our people are mentally and physically well  We look after people in a holistic way, and we care about the things they care about, like family and the community |  | * Wellbeing Programme * Fundraising Groups |  | * Wellbeing Platform * Wellbeing Partnerships |  | * Social Sustainability Programme |
| **Positive Leadership**  Our leaders are visible, capable, positive and confident  All of our people are leaders in what they do |  | * Supervisor Training * Enablers Group * Exec Development Programme |  | * Positive Leadership Programme * Change ready Execs and Senior Leaders * 360s for all Leaders |  | * Positive Coaching |

*Poipoia te kākano kia puawai - Nurture the seed and it will grow*