



Papa pounamu dimension	LINZ Action	Timeframe	Next steps / 2022
<p><b>Inclusive Leadership</b> Agencies will enhance inclusive leadership practice by ensuring all senior leaders (tiers 1-3) undertake learning on inclusive leadership.</p>	<p><b>Determining what inclusive leadership is at LINZ and its application</b></p> <ol style="list-style-type: none"> <li>1. Roll out Human Rights Act training for all leaders</li> <li>2. Provide a diversity and inclusion training refresher for ELT</li> <li>3. Review and include inclusive leadership component in leadership development programme offerings</li> <li>4. Develop and implement inclusive leadership training for all people leaders with initial focus on tiers 2 and 3</li> <li>5. Review the accessible pool of resources on inclusive leadership on Whatukura and Linzone</li> </ol>	<ol style="list-style-type: none"> <li>1. By May 2022</li> <li>2. TBC</li> <li>3. By March 2022 – NPL first date is February</li> <li>4. By 30 March 2022</li> <li>5. By June 2022</li> </ol>	<ol style="list-style-type: none"> <li>1. Creation of Human Rights Act learning module</li> <li>2. Liaise with Office of the CPO to organise next series of D&amp;I sessions</li> <li>3. Leadership Essentials has been adapted and is being piloted in March 2022 to support the development of inclusive leadership behaviours</li> <li>4. Te Arawai module on 'Inclusive Leadership' has been developed. Review module and create communication plan to roll out early 2022</li> <li>5. Material is now available on Whatukura as well as Linzone. This will need to be reviewed to make sure it's still fit for purpose</li> </ol>
<p><b>Building Relationships</b> Agencies encourage and support all people to build positive and inclusive relationships within their workplaces.</p>	<p><b>Creating a positive and safe workplace through supporting better relationships</b></p> <ol style="list-style-type: none"> <li>1. Continue to create a communications approach that details and supports individuals to access information, and is clear about what they can read and access</li> <li>2. Refresh resources on Whatukura and Te Arawai which describe the concept of spirit of service to the community</li> <li>3. Update team building resources for day-to-day practices such as commissioning work, providing feedback, building team morale, one-on-one discussions etc</li> <li>4. Review our mental health strategy commitments and initiate ways to continue to support our people</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing</li> <li>2. By 30 June 2022</li> <li>3. By 30 June 2022</li> <li>4. By 30 April 2022</li> </ol>	<ol style="list-style-type: none"> <li>1. All HR projects, policies and guidance have a consistent comms approach when rolled out</li> <li>2. Review content to make sure it is still fit for purpose</li> <li>3. Review and update content to make sure still fit for purpose</li> <li>4. OD Manager to work with Health, Safety and Wellbeing Manager to review</li> </ol>
<p><b>Employee-led Networks</b> Agencies establish, support, resource and engage with employee-led networks.</p>	<p><b>Building and maintaining mutually supportive communities</b></p> <ol style="list-style-type: none"> <li>1. Create a communications and engagement plan to support existing and inspiring employee-led networks</li> <li>2. Continue to run network hub meetings to facilitate connection of all networks and their activities</li> <li>3. Creation of the Remote Workers Network</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing</li> <li>2. Ongoing</li> <li>3. By May 2022</li> </ol>	<ol style="list-style-type: none"> <li>1. Review network plan. OD continues to be a point of contact to help support new and existing network groups</li> <li>2. Meetings have been set up monthly for network hub to meet throughout 2022</li> <li>3. OD to support 'Network Lead' to get this up and running</li> </ol>

OFFICIAL INFORMATION ACT