

# **Executive Leaders Masterclass**

*Getting the job you want*

What's your next role and how will you  
land it?

**Tier 2**

# CHIEF EXECUTIVE

- Creative Strategist • Relationship Builder & Manager •
- Organisational Performance and Delivery •
- Team Leader •



**GREAT LAKE TAUPŌ**  
Taupō District Council

The Taupo District is experiencing exciting growth and development. There has been significant investment in infrastructure, community partnerships

and in establishing economic development strategies. The organisation has been realigned to optimise service delivery and performance, and some good work has been undertaken on organisational development. This represents a unique opportunity for an experienced leader to take the District and the organisation to a different level.

It will require a strong partnership with a committed, focused and passionate Council, the effective management of key stakeholder relationships and the inspirational leadership of a team of around 300. The Council have a number of aspirations for the District and they are seeking an experienced senior manager with strong career ambitions, who can positively and actively engage with them and the community in the delivery of these outcomes.

Key attributes sought for the position will include proven senior leadership capabilities at least as a second tier manager, ideally within either a public sector or local government environment. To be considered, you will need well developed and proactive communication skills, the ability to form and maintain relationships with elected members, iwi, the community, as well as strong commercial and financial management skills. You will also need to be performance driven, and have a strong focus on high quality service delivery and organisational efficiency. A relevant tertiary qualification is essential.

This will be a challenging and fulfilling role with plenty of growth potential, with the advantage of being located at the centre of a number of world class natural resources and close to a range of recreational opportunities.

**Applications Close: Midday on Monday, 30 May 2016.**

To apply, please visit [www.gregtims.co.nz](http://www.gregtims.co.nz) to complete the prerequisite online application form. Please direct confidential inquiries to **Greg Tims** on 021 628 222. Also visit [www.taupo.govt.nz](http://www.taupo.govt.nz)

**GREG  
TIMS**  
& ASSOCIATES  
LIMITED

SPECIALIST HR SOLUTIONS

# CHIEF EXECUTIVE

- Strategic & Innovative Thinker •
- Organisational & Team Builder •
- Strong Relationship Manager •
- Integrated Services & Project Delivery •



The Gisborne District Council, a unitary authority, is seeking an inspirational and engaging leader to continue to build on their strong organisational foundation, with the focus on delivering a number of strategic projects and activities that are of high importance to the district. It will require the harnessing and growing of a team, along with organisational capability and performance, and strengthening relationships with key stakeholders. The enhanced integration of service delivery is also an important focus.

To be successful in the role, you will need to be future focused in your thinking, highly engaging and inclusive, an excellent communicator and understand the priority needs of the local community, iwi and elected members. A passion and commitment to take Gisborne from good to great is an essential prerequisite. The Gisborne/Tairāwhiti area is strong in its cultural diversity, has many thriving innovative industries, great community infrastructure, is a great place to live and raise children and is a popular tourist destination.

Key attributes sought for the position includes a proven successful history in a senior leadership role, someone who has built a strong and trusting relationship with their organisational team and governance. You must be astute and self-aware, open minded, have demonstrated political nous and judgement, and someone who has consistently led the delivery of planned strategies and multiple projects to a high standard, on time and budget.

This is a unique and challenging leadership opportunity that will appeal to a senior manager who wants to make their mark on a district and organisation with significant growth potential.

**Applications Close: Midday on Wednesday, 8 February 2017.**

For further information and to apply, please visit [www.gregtims.co.nz](http://www.gregtims.co.nz) to complete the prerequisite online application form. All applications must be submitted through our website or they cannot be processed. Please direct confidential inquiries to **Greg Tims** on 021 628 222. Please visit [www.gdc.govt.nz](http://www.gdc.govt.nz) for further information on the Council.

**GREG  
TIMS**  
& ASSOCIATES  
LIMITED

SPECIALIST HR SOLUTIONS

**HANDOUT ONE – ALL TO COMPLETE A POSITIONING STATEMENT FOR  
ONE OF THESE ROLES**

**Role:**

- ☐ Gisborne District Council Chief Executive  
OR
- ☐ Great Lake Taupo District Council Chief Executive

**The role requires**

**Why I am the right person for this role**

**Why I want the role**

**My positioning statement for this role (practice out loud)**

## **Taupo District Council CEO Role**

The Taupo District is experiencing exciting growth and development. There has been significant investment in infrastructure, community partnerships and in establishing economic development strategies. We need an experienced leader to take the District and organisation to a different level.

***Question: How will your leadership help to take the organisation and District to a different level?***

### **Framework for answering:**

**Key message (soundbite)**

**Your answer in more detail**

**Evidence to support your answer**

**Key message (similar to the first soundbite)**

## **Gisborne District Council CEO Role**

Our values are an integral part of the culture at GDC

Tairāwhiti Piritahi - Together Tairāwhiti

Kia mārama - Make it smart

Kia ngāwari - Make it easy

Kia ū - Make it happen

*Question: How will you go about leading and demonstrating these values?*

Framework for answering:

**Key message(soundbite)**

**Your answer in more detail**

**Evidence which supports your answer**

**Key message (similar to first soundbite)**

## **Taupo District Council CEO Role**

Our mission is to be a Council in tune with the needs of the community providing direction, leadership and support.

*Question: How will you go about leading this?*

Framework for answering:

**Key message (soundbite)**

**Your answer in more detail**

**Evidence that supports your answer**

**Key message (similar to first soundbite)**

## **Gisborne District Council CEO Role**

***Question: As Chief Executive, how will you go about building Gisborne District Council from good to great?***

Framework for answering:

**Key message (soundbite)**

**Your answer in more detail**

**Evidence that supports your answer**

**Key message (similar to first soundbite)**



## **Taupo District Council CEO Role**

Relationship management across multiple stakeholders is key to success in this role.

*Question: How have you gone about this in the past?*

Framework for answering:

**Situation**

**Task**

**Action**

**Result**

**Relevance**

**You**

## **Gisborne District Council CEO Role**

*Question: When have you built trusting relationships with diverse stakeholders in your previous roles?*

Framework for answering:

**Situation**

**Task**

**Action**

**Result**

**Relevance**

**You**

# Jennifer McDonald

Director

Jennifer is a senior leadership development practitioner, specialising in the Neuroscience of Leadership. She has a business background, having begun her career in the City of London, as a shipbroker and member of the Baltic and Mercantile Shipping Exchange.



She has held senior roles with the global organisation P&O Nedlloyd and her career has been internationally focussed, encompassing London, Australia, Hong Kong and New Zealand. She set up her own consultancy in 2007 in New Zealand where she works with government and private sector organisations.

Her work is primarily in the areas of:

- Development, design and delivery of long and short term leadership programmes.
- Development and delivery of neuroscience of leadership programmes and workshops.
- Using neuroscience principles to design and support organisational change
- Leadership development consulting solutions for organisations.
- Consulting to organisations to increase organisational buy-in to change initiatives
- Senior executive coaching and facilitation; working with individuals and senior teams to support them in becoming more effective leaders of people and results
- Brain based leadership assessment diagnostics.

Jennifer has a passion for effective leadership, believing that a combination of evidence and practical application leads to learning and behaviour change.

She qualified as a Shipbroker in the UK and holds a Graduate Diploma in Human Resource Management from Victoria University in New Zealand, as well as an MSc in The Neuroscience of Leadership from Middlesex University, UK.

***Jenny can be contacted on:***  
***[jenny@continuumconsulting.co.nz](mailto:jenny@continuumconsulting.co.nz)***  
***Office: 04 499 3324***  
***Mobile: 027 499 3320***