



Whare Ako

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**Group Manager - Capability**

Northpower



# Our workforce context ...

**Northpower's growth ambition**



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

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

**Industry skills shortages**



**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**

**CRITICAL RISKS**

- LIVE ELECTRICITY
- MOVING VEHICLES
- PUBLIC SAFETY
- FATIGUE
- PERSONAL SECURITY
- CONFINED SPACES
- MENTAL HEALTH
- WORKING AT HEIGHT
- WE HELP YOU DEVELOP A SAFETY-MINDSET TO KEEP YOURSELF AND OTHERS WELL
- SUBSTANCES HAZARDOUS TO HEALTH
- FALLING OBJECTS

**LEADERSHIP SUPPORT**

**OUR LEADERSHIP PRACTICE**

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

**WHARE AKO APP**  
MY LEARNING RECORD



**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



**TRADES + TRAINING**  
SET PATHWAYS WITH ON THE JOB LEARNING



**PARTNERS**



TECHNICAL EXPERTS + TRUSTED INDUSTRY LEADERS

**LEADERSHIP DEVELOPMENT**

**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

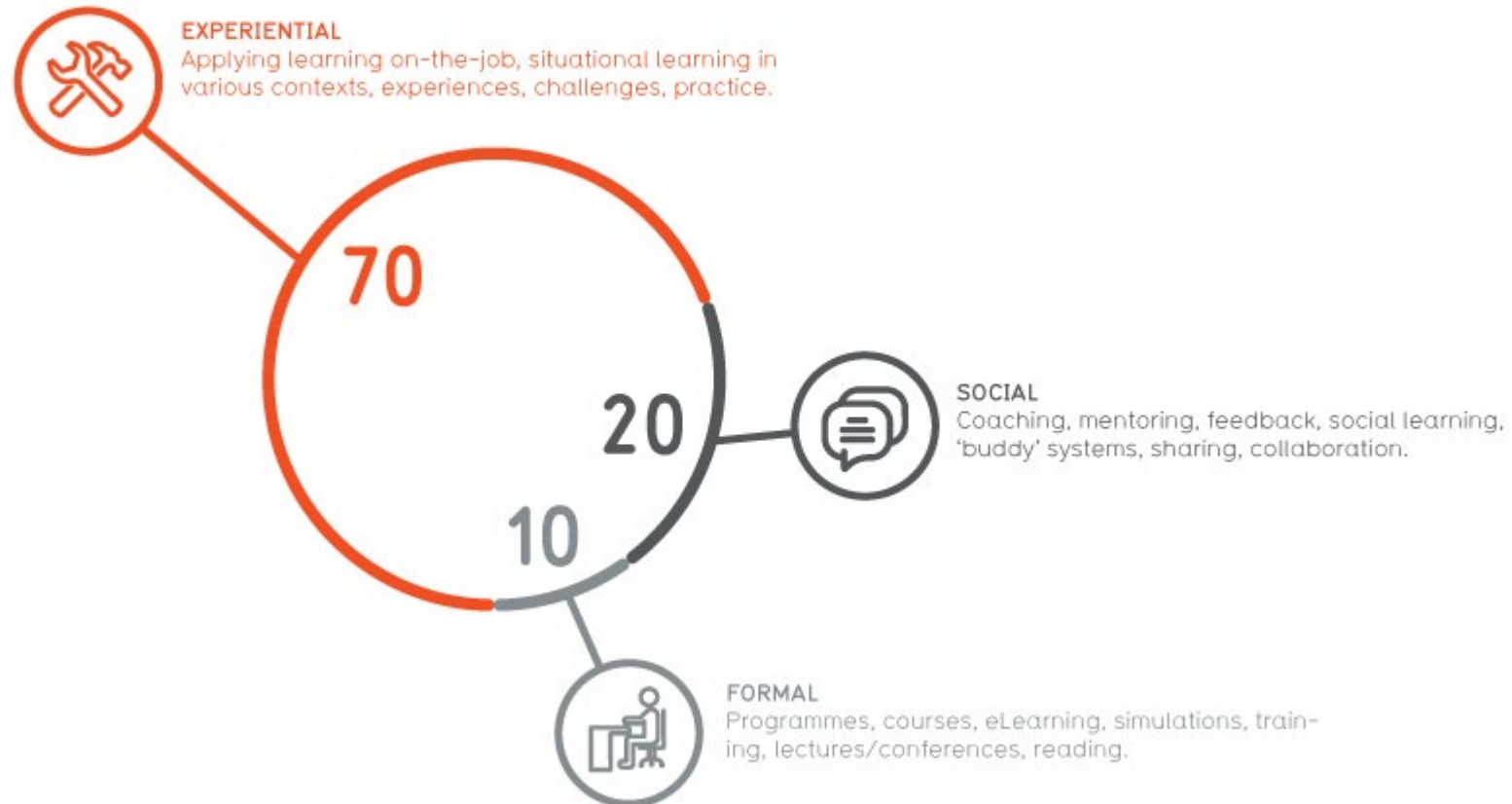
Strong leadership support is essential

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



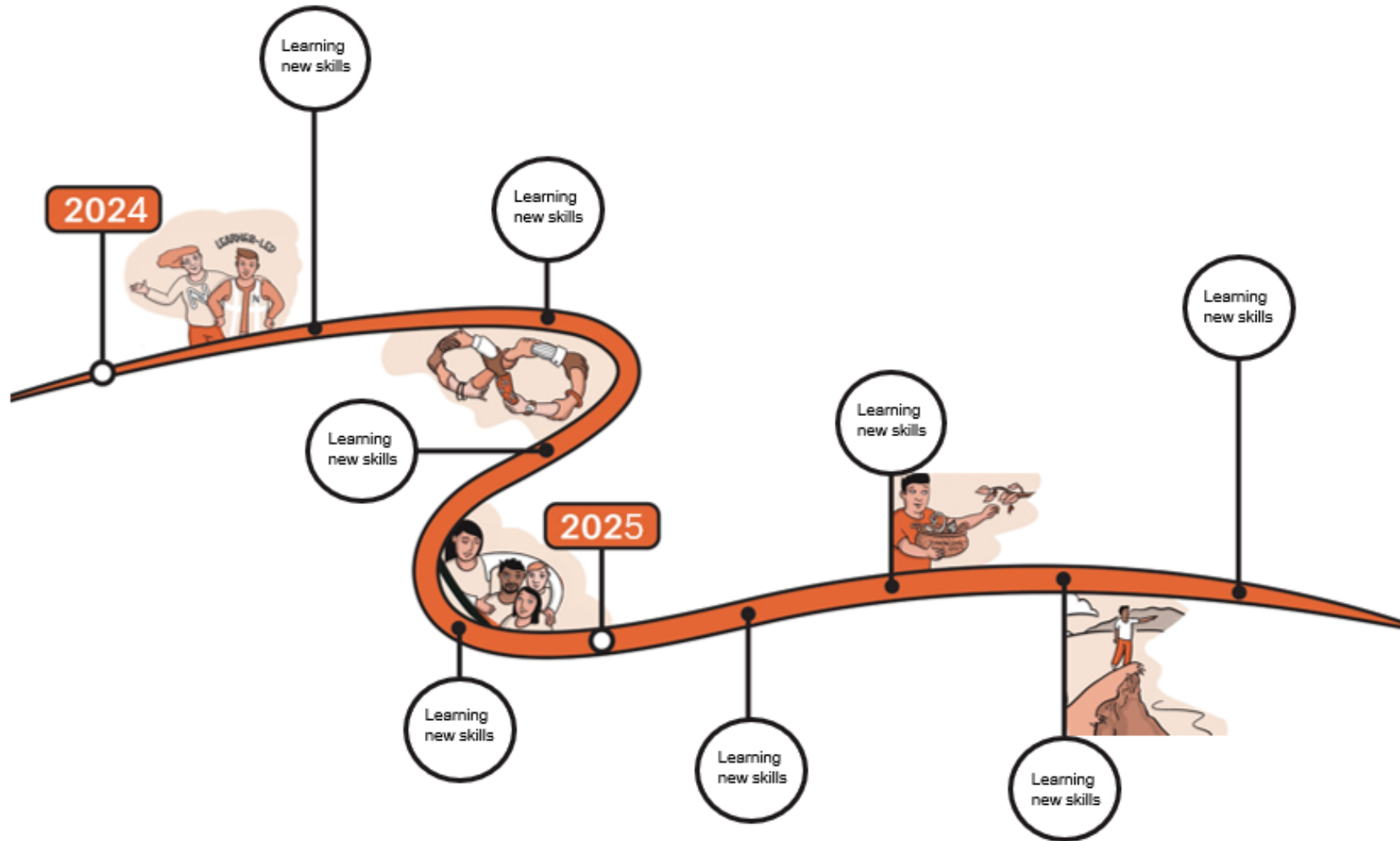


# Trades Cadetship programme

- 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*