



## Diversity & Inclusion

# A Pledge for Progress

**We know that the best discussions, thinking and productivity occurs when there is diversity.**

Led by the Diversity and Inclusion Committee, Property Council is committed to ensuring that women in our industry are visible and included. To support this, we have adopted a 40:40:20 Pledge at all Property Council events and forums, where we aim to have a range of speakers who are 40% male, 40% female and 20% either across local and national events, both as speakers and attendees.

Diversity and Inclusion Committee Co-Chair, Mandy Waldin of Goodman, says, "the Panel Pledge is not about always hitting a target, we know that it is unrealistic to expect every event to achieve an exact balance, but now with something to aim for we will gradually improve gender diversity."

Co-Chair Andrew Stringer of CBRE agrees, saying, "conferences and panels provide a platform to share experiences and perspectives. When you limit the range of perspectives, you limit the quality of the conversation."

In the 2019 financial year, Property Council hosted over 80 events in which 179 speakers and facilitators took the stage, with 38% of them being female. Of course, these numbers are skewed by the inclusion of Women in Property events, which are crafted specifically for women and often have a full line up of female speakers. If we remove Women in Property events from the picture, these figures drop dramatically, with only 29% female representation.

Across all events throughout the country, 39% of forums hosted by Property Council had no women in the programme at all. This must change.

A significant learning curve both for Property Council and our members, is that the quota is less important than the content. While an exact 50:50 balance would be fine in principal, the optics are less convincing if you're only encouraging women's voices on "soft" topics rather than "hard" topics.

We want women to be heard at all levels and from all areas of expertise, but we can't do this without your help. ▶



## Help Create An Industry Where We All Belong

Everyone has a part to play in creating an industry where everyone belongs, here's how you can be part of the movement:

### 1. Be part of the pledge

We are asking Property Council members to commit to the Panel Pledge. This includes:

- Ensuring that any event or seminar you participate in has a balance of male and female speakers;
- Supporting your female team members to speak at events, and;
- Extending the pledge to your own organisation by ensuring all forums you host or sponsor take gender balance into account.

### 2. Actively encourage women's voices

One of the biggest hurdles to getting women front and centre is talent hunting – we know there are hundreds of people out there who would make excellent speakers and we want to encourage them to put their hands up. To do so, we are developing a database of speakers – both male and female – which will be available on our website for the wider industry to use as they wish. This offer is not exclusively for women – as diversity comes in all shapes and sizes – this is an invitation to the property industry at large.

To submit your details, visit [propertynz.co.nz/speakers](http://propertynz.co.nz/speakers)

### 3. Watch this space

Over the coming months, further initiatives will be rolled out, including benchmark research and a Champions for Change programme. Unlike many diversity programmes, these initiatives are not reserved for just the big players, our aim is to make them accessible for all.

To keep track of our progress, visit [propertynz.co.nz/diversity-inclusion](http://propertynz.co.nz/diversity-inclusion)



**NATIONAL  
CONFERENCE 2019**

**25 – 27 September  
Sydney, Australia**

Register now at  
[propertynz.co.nz/conference-2019](http://propertynz.co.nz/conference-2019)



# Awards Season in the Regions

**Nominations for this year's regional Property People Awards are now closed, with deserving individuals and teams from across New Zealand waiting with bated breath as awards season kicks off this month.**

The Property People Awards (and their southern counterpart, the Southern Excellence Awards) celebrate the people in property; recognising excellence in leadership and innovation in the local property industry and celebrating outstanding contributions to our industry and the local economy.

The Awards are open to both members and non-members and are judged by a panel of highly respected property professionals from a range of disciplines, who have the unenviable task of deciding our winners for 2019.

All award winners will be formally announced and celebrated at awards dinners held around the country:

**Bay of Plenty Property People Awards**  
Thursday 19 September

**We are Waikato Property People Awards**  
Thursday 17 October

**Southern Excellence Awards**  
Friday 18 October

**Wellington Property People Awards**  
Thursday 24 October

**Auckland Property People Awards**  
Friday 1 November

To find out more, visit [propertynz.co.nz/events](http://propertynz.co.nz/events)

Advocacy

## RMA Reform a Win for Property Sector

In late July, Minister for the Environment, Hon David Parker, announced sweeping reforms of the Resource Management Act (RMA) to cut complexity and costs and better enable urban development, while also improving protection of the environment.

Over the last couple of years Property Council has been working collaboratively with other members of Resource Reform New Zealand (Environmental Defence Society, Infrastructure NZ, the Employers and Manufacturers Association (Northern) and Business NZ) to push government on leading an overhaul of the RMA. This is a nation-building opportunity that should lead to enhanced environmental and social wellbeing outcomes.

New Zealand's prosperity is being held back by a national and local government system and the legal framework in which the wider planning system operates that is no longer fit for purpose. The evidence for that can be seen through escalating housing unaffordability and consequent health and social issues, the high cost of commercial development, groaning infrastructure beyond capacity and the struggle to fund much needed upgrades and expansion to infrastructure.

While not the sole cause of the housing crisis, planning rules are partly to blame. Environmental outcomes have been disappointing. Freshwater quality has been going backwards.

The review will be led by former Court of Appeal Justice Tony Randerson with support from a small advisory committee from the Ministry for the Environment.

**The reviews will occur in two stages:**

**STAGE ONE** — Several specific changes (largely reversing changes to the RLAA 2017).

**STAGE TWO** — Comprehensive review of resource management system.

A proposal for reform, including drafts of key legislative provisions, is expected by mid-2020.

We applaud the Government for listening to our consistent messaging and look forward to helping create legislation that encourages sustainable development and enables the New Zealand economy.

**In short, New Zealand is simply not building enough, quickly enough, and with the quality and innovation needed to service its growing and changing population.**



Register your interest for the Property Council RMA working group by contacting Senior Advocacy Advisor Katherine Wilson at [katherine@propertynz.co.nz](mailto:katherine@propertynz.co.nz)



### Five minutes with... James Kennelly

Newly appointed Head of Advocacy James Kennelly may look like your typical man in a suit, but the truth is there's a superhero cape hidden under that blazer, with powers of persuasion, an extraordinary ability to cut through the complex and an intrinsic knowledge of the political landscape that has enormous benefits for our members.

We caught up with James to find out what led him to Property Council and why you're unlikely to see him on The Block...

**I wanted to join Property Council because...**  
I want to make a real difference. I want to help build a better New Zealand for future generations.

**I made my first dollar...**  
working at Subway as a sandwich artist. The free footlong sandwich was a great bonus as a poor high school student!

**One thing I am exceptionally good at is...**  
building relationships with key decision makers and stakeholders.

**One thing I am especially bad at is...**  
DIY - very happy to leave it to the professionals!

**My journey to get here was...**  
through working in politics, firstly in Parliament both in New Zealand and UK then working in government relations for a number of organisations representing their views to key decision makers.

**My biggest influence is...**  
my family as they have helped shape my views and aspirations for New Zealand.

Emerging Leaders Programme

## Mentoring Matters

Property Council's inaugural Emerging Leaders Programme kicked off earlier this year, with ten mentoring pairs matched from over one hundred applications. The pairs officially met in May, when a training day for mentors and mentees was facilitated by the New Zealand Coaching and Mentoring Centre, providing participants with the foundations for a fruitful and valuable experience.



We caught up with mentor Peter Rickard-Green, Built Environment Lead at Jacobs (left) and his mentee Matthew Scott, Project Manager at RCP (right), to find out about their pathway to property and experience with the programme so far.

**What did you want to be when you grew up?**

Peter: I'm never going to grow up - and you can quote me on that! I, funnily enough, always wanted to be a mechanical engineer, which is a bit sad (laughing). I was at school and I just loved technical drawing, so I went to my teachers and said, 'what can I do with technical drawing'. I soon found myself at 16 on a building site as an apprentice electrician and it went from there.

Matt: I always liked the idea of construction and building, and when I left school a natural next step for me was to go and do an engineering degree at the University of Canterbury.

**What was your pathway to property?**

P: I was on a building site in England when I was 18 or 19 and it was freezing cold - about minus 10 - and there was this electrician I was working with who was about 60 years old. We were putting in cable trays and trunking and our fingers were sticking to the trays and trunking it was that cold. I decided right then that there was no way I'd still be doing that at 60, so I started planning then to move into the design office.

M: I finished uni just as the earthquakes had happened and spent the next few years working on the rebuild as a structural engineer, after a while I realised that the parts of my job I enjoyed most were the project management aspects so eventually I transitioned from design consulting to a project management role, which I'm really enjoying.

P: It's the same with me really; I started out as a technical engineer, then realised that my best skills are in team leadership and client relationships, I'm still a Chartered Engineer though!

What Matt's done is very similar to what I've done really. I went on site and worked out what I did and didn't want to do and that foundation set me on the path I'm on now. As with my site experience, Matt's structural experience enables him to be able to interact with confidence with project and design teams.

**What made you apply for the Emerging Leaders Programme?**

M: I just got back from my OE and was getting settled and looking to re-establish myself in Christchurch and in my role. Mentoring is something I've always seen a lot of value in and it seemed like a good opportunity for me to think a little bit more holistically about what's happening in my career and my work in general.

P: I just love it. I've been in the industry for 30 years and it's an opportunity to give something back. I've been part of mentoring programmes in the past with great results...I just love the opportunity to help people through that journey.

**How did you find the training day?**

P: The training day was great; the facilitators were excellent, and I got a lot out of it. In fact, I've taken some of the workshop activities that we did and used them in other workshops that I've been running - it was that good.

The opportunities to interact with the other mentors was great too - I sat next to a guy who was way more senior than I am, so I took the opportunity to get some mentoring from him whilst we were all in the room. Proof that everybody at every stage in their career can benefit from mentoring.

M: I thought it was great. The whole thing was well set up and the facilitators were great - I picked up heaps of things, both specific to the programme and more general tips. I think it changed our approach to our mentoring discussions as well (Peter nods in the background).

P: We try not to be too prescriptive.

M: We found something that works for us and the training day helped us challenge some of our initial thinking around what we wanted to get out of the programme and how to go about it. It was really useful.

**How have you managed the mentoring relationship post-training?**

M: We try to catch up every month, whether it's via phone or in person. Often, it's not a set time, but more of a casual approach where we just give each other a call and bounce ideas around.

P: Matt had an idea - which was great - to have a walking meeting, where we meet up and take a walk around town which works really well. We kept extending the walk - we got so much done - we almost had to force ourselves back into the office.

**What do you think you've gained by being part of the programme?**

M: It's hard to nail it down specifically, I've had a lot of new things pop up, both in my career and my life, in the last few months where I've appreciated Peter's guidance and perspective.

P: Trust (Matt nods in the background). Insight into someone who's developing their career. When you're in a position where you're developing talent, it's always good to know how the next generation think and what they value - I have a better idea of what makes them tick.

It's also an opportunity to spill some of the stuff that's trapped in my head in Matt's direction - poor Matt!

**What has been the most surprising thing you've learned?**

M: There's been a couple of conversations where I've thought I was clear about my point of view and Peter has managed to flip that on its head.

That back-and-forth, that alternative viewpoint has definitely created a few surprises.

**Would you recommend the programme?**

P: No question.

M: Without a doubt.

P: The impression I got at the training day is that everybody is getting something out of it. It's not as though the mentors are "giving up their time", we both get a lot out of it. We're both in it because we both want to get something out of it.

It shouldn't be restricted to new grads - I personally think that everyone should have a mentor - I've been in the industry for 30 years and I am looking for a mentor now. Until you've retired, you will always need a mentor. Even then, you might need someone to help you with your exit strategy and to teach you how to be retired!

M: I agree, everyone could benefit. I get great opportunities in my work, and I love what I do on a day-to-day basis, but all the same it's nice to step back, reflect and think about how to get the most out of what I'm doing. Having Peter to bounce ideas off has been hugely valuable.

# Secure Your Seat

As we contemplate the close of 2019, there is one vital act of governance to look forward to; regional and national Annual General Meetings.

This is an opportunity for all members to put forward their nominations for their local Branch Executive Committee.

## About the Branch Executive

Each of Property Council's five branches (Auckland, Waikato, Bay of Plenty, Wellington and South Island, which includes Otago) is represented by a local Branch Executive Committee.

The Branch Executive meet every four to six weeks, providing strategic leadership of branch activities, events, membership, advocacy workstreams and priorities.

In addition to this, many Branch Executive members volunteer their time to represent the local membership on regional committees and panels, such as the local Urban Design Panel or working groups around topical issues such as transport and planning. Traditionally, the Branch President and Branch Manager have developed a relationship with local council and regulatory bodies, representing local members at regular meetings to ensure your voice is heard by local authorities and offering council's an independent and well-rounded collective feedback.

Should a local issue arise that requires Property Council's input, the Branch Executive are tasked with fronting the advocacy campaign with support from our national advocacy team, acting as a conduit between the local membership and National Office. The Branch President represents the branch in any local media comment (supported by Property Council) as well as on our governing body, the National Council.

It is important to have a diverse range of members from across the property industry on the Branch Executive Committee to assist in giving a balanced viewpoint and varied discussion. Property Council has identified diversity and inclusion as a key priority for the whole organisation and sector, and we are asking our members to please consider this priority when making a nomination at their next AGM.

## How to Nominate

Branch Executive Committee members are voted on each year by Property Council members present at the local AGM. These men and women are put forward by their company or organisation and elected onto the Branch Executive at the Branch AGM. The committee then elects a President as Chair of the Branch Executive and two Vice-Presidents to provide support to the Chair.

To nominate yourself or a colleague, complete the nomination form – which includes two supporting signatures from Property Council members – and return this to your Branch Manager.

## How to Vote

All Property Council members can vote in members of the Branch Executive Committee either in person at the Branch AGM or by proxy.

## Save the Date

A formal invitation to each Branch AGM will be sent to members by email, however, in the meantime please save the date:

<b>National</b>	8:00am, Fri 4 October (AKL)
<b>Bay of Plenty</b>	8:00am, Tues 29 October
<b>South Island</b>	3:00pm, Mon 18 November
<b>Waikato</b>	4:00pm, Wed 20 November
<b>Wellington</b>	4:00pm, Tues 26 November
<b>Auckland</b>	4:00pm, Mon 2 December

For more information please visit [propertynz.co.nz/our-governance](http://propertynz.co.nz/our-governance)

## Upcoming Events

For further information on events & awards, visit [propertynz.co.nz/events](http://propertynz.co.nz/events)

### Christchurch Anchor Projects Update

CHRISTCHURCH  
10 September

### Southern Excellence Awards

CHRISTCHURCH  
18 October

### Bay of Plenty Property People Awards

TAURANGA  
19 September

### Wellington Property People Awards

WELLINGTON  
24 October

### Property Council National Conference

SYDNEY, AUSTRALIA  
25-27 September

### Auckland Property People Awards

AUCKLAND  
1 November

### We Are Waikato Property People Awards

HAMILTON  
17 October

### Residential Development Summit

AUCKLAND  
24 March 2020

## Chief Executive's Update

# Collaboration that Drives Industry Change

When I joined Property Council as Chief Executive late last year, I gained a new appreciation for the power of collaboration. While I've worked in property for 30+ years, never have I experienced the groundswell of industry unity that I have witnessed this year.

Collaboration between our team, between members and Branch Managers, the advocacy team and the wider industry, and industry leaders and policy and decision makers; this conversation is an infinite two-way street.

Consistency and collaboration are the key to driving industry change, an example of which can be seen in the recent government announcement for a review of the planning system, as referenced on the previous page by Katherine Wilson.

**This is a nation-building opportunity, an opportunity that only arose because several key groups spoke as a collective voice.**

Like many in the property industry, we wait with bated breath to see what comes out of this review and hold great hopes of a positive outcome from this process.

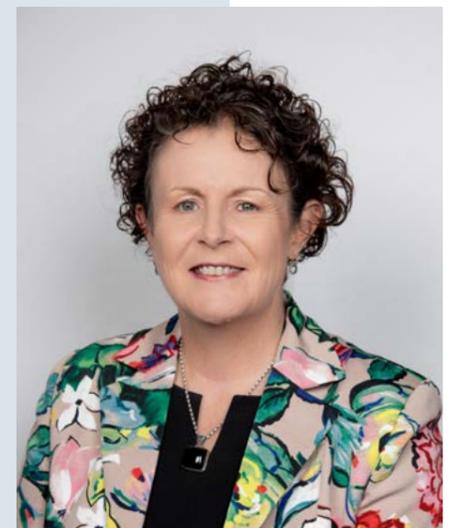
Cross-industry initiatives are not limited to the planning system. We are also part of the Construction Sector Accord which was established in April, marking a shared formal commitment between government and industry, with a central vision to transform the construction sector. This is a joint response to the challenges faced by the sector that are limiting its ability to effectively meet the growing demand for quality housing and infrastructure.

The Accord's vision is "a high performing construction sector for the benefit of all New Zealanders". Nine priority workstreams have been identified, including industry-led initiatives such as enhanced industry leadership, government-led initiatives such as improved building regulatory systems and consenting processes, and shared initiatives such as growing the workforce capability and capacity.

**The power of connection, collaboration and alliance cannot be underestimated.**

Success is bigger than any of us individually. It is about the legacy we want to leave, and the kaitiakitanga, or stewardship role that we all play.

We look forward to future projects and partners as we all work together to shape New Zealand for the next generation. ▽



Leonie Freeman  
Chief Executive