Council Skills and Diversity Assessment

Status: Final
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Purpose: To share the results of the skills and diversity assessment with Council and to recommend Council consider appointing a member.

Summary

This report represents the outcome of the recent assessment of skills, experience, and diversity attributes of the current council. No individual Council member is expected to have all the identified elements, nor will the Council always have the perfect mix.

The assessment of the Council's skills and diversity was undertaken to review the requirement for recruitment of appointed Council members based on identified gaps in the current mix council skills,experience and diversity.

The strongest themes in the results below are lower skills/experience in the Finance/Investment/Governance areas and a lack of youth (under 30) on the Council.

Management recommends that Council consider appointing one or two Council members to close these gaps.

Governance

These are core skills and areas of knowledge associated with the role of Council as InternetNZ's governing body.

The analysis here shows three areas with a medium to low mix - Finance,Governance Experience and Stakeholder experience.
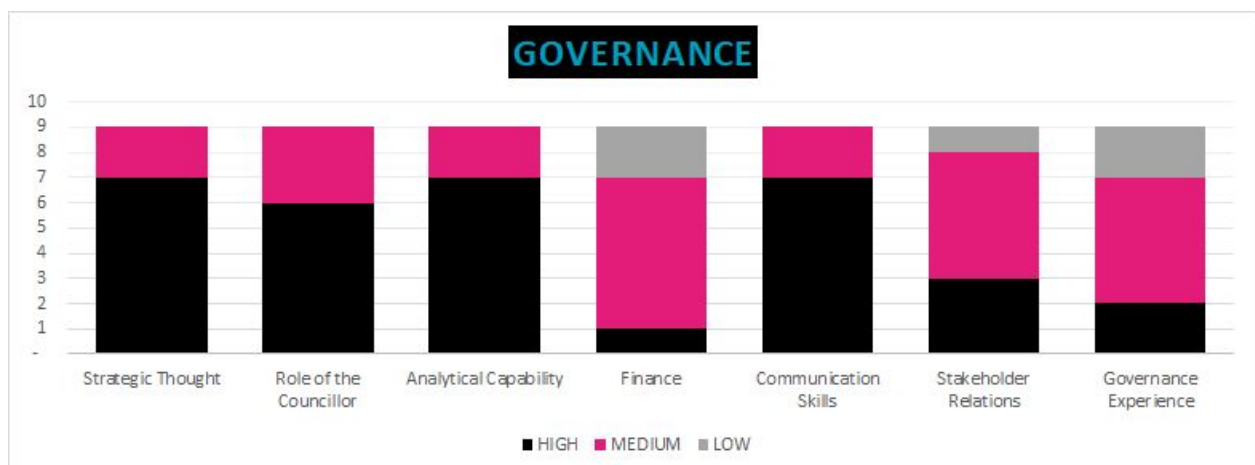
Governance Skills / Experience

Strategic thought - Ability to consider an issue in the context of the organisation's stated goals. Keeping at the high level, weighing options with an open mind.
Role of the Councillor - An understanding of the governance function and the value it should add. Clarity on the role of and obligations placed on a Councillor.
Analytical capability A structured approach to problem solving, critical reasoning, an ability to analyse information and importantly ask considered and relevant questions
Finance - The ability to read and comprehend the organisation's accounts and the financial material presented to the board. Financial literacy at a level consistent with minimum expectations placed on directors under the law.
Communication skills - Ability to clearly articulate a point of view in a positive manner.
Stakeholder relations - Ability to understand the requirements of owners and stakeholders and as required and relate to those constituencies.
Governance experience - Previous experience in related governance roles.

Specialist Areas

It is desirable to have these skills around the table understanding that in the main these duplicate staff skills. The key attribute is an understanding of or willingness to learn about the business.

The analysis below shows a number of areas with a medium to low mix in specialist skills-Investment,Legal,People and Public Policy.

Specialist Skills / Experience

The Internet - An understanding of the key role that the Internet plays in our world now and into the future.

InternetNZ - An understanding of the specific role that InternetNZ plays in that world.

Investment - Knowledge, understanding and appreciation of Investment advice, practices and framework. Ability to work with management in discerning and driving appropriate investment approaches.

Legal - An understanding of the legal environment as relevant to the internet

People - Experience in evaluating the performance of the chief executive and skills in human resource management, culture, reward and recognition.

Community Engagement - High level reputation and networks in the community including with relevant industry organisations and consumer or business groups, and the ability to effectively engage and communicate with those stakeholders

Public Policy - An understanding of public policy and how it relates to the Internet.

Philanthropy / Social Enterprise - An understanding of granting process and the maximisation of philanthropic funds

Product Development, Innovation and Commercialisation - Technology Innovations:
Understanding the current drivers of innovation in the information technology market. Experience in delivering new product offerings in response to market demand, to achieve market leadership or to take advantage of opportunities for innovation.

Personal Attributes

The results below shows good strengths in personal attributes.
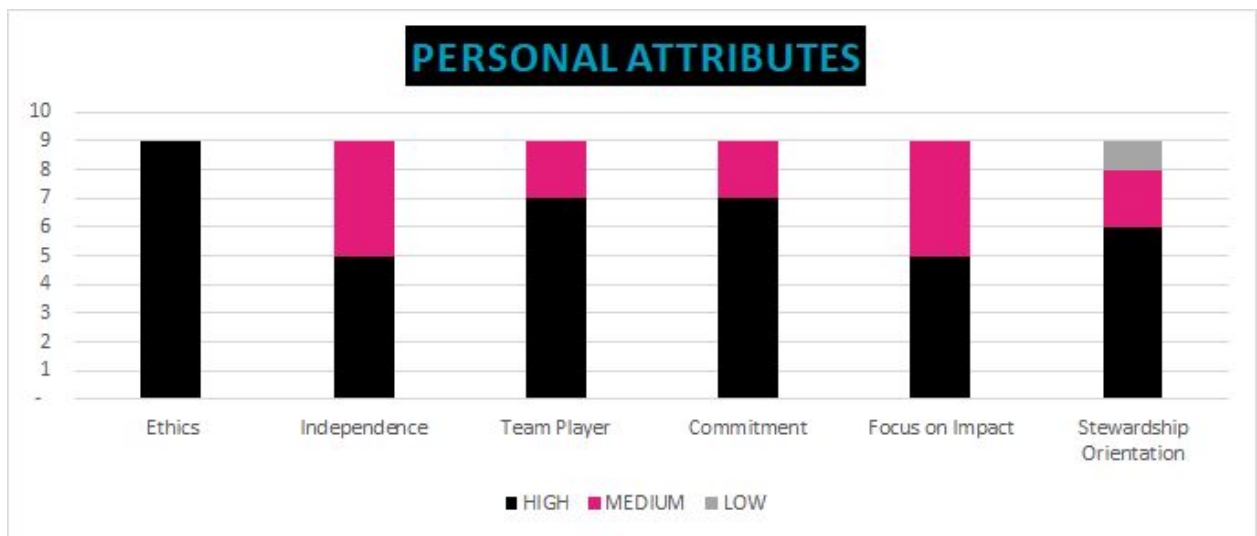
Attributes:
Ethics - Demonstrating high levels of integrity, ethical behaviour and honesty, Acting always in the interests of the organisation.
Independence - Maintaining an independence of thought. Ability to politely maintain and promote a position and to agreeably disagree as needed.
Team player - Understanding that board work is teamwork, ability to work with others and form productive relationships.
Commitment - To commit the time to prepare, understand the business and make meeting attendance a non-negotiable priority
**Focus on impact -** Always focused on ends and less on the means to get there. Seeking evidence of impact.
Stewardship orientation Understanding that the board operates as a subset of the owners and comprehending its role as fiduciaries (acting for the benefit of others)

Diversity Attributes

Internet NZ has a strong commitment to broad representation at the Council table representing the diversity of the community we serve. We are interested in bringing these perspectives to our governance.

The lowest representation on the diversity attributes at the Council table is in the area of Youth and Disability Communities.
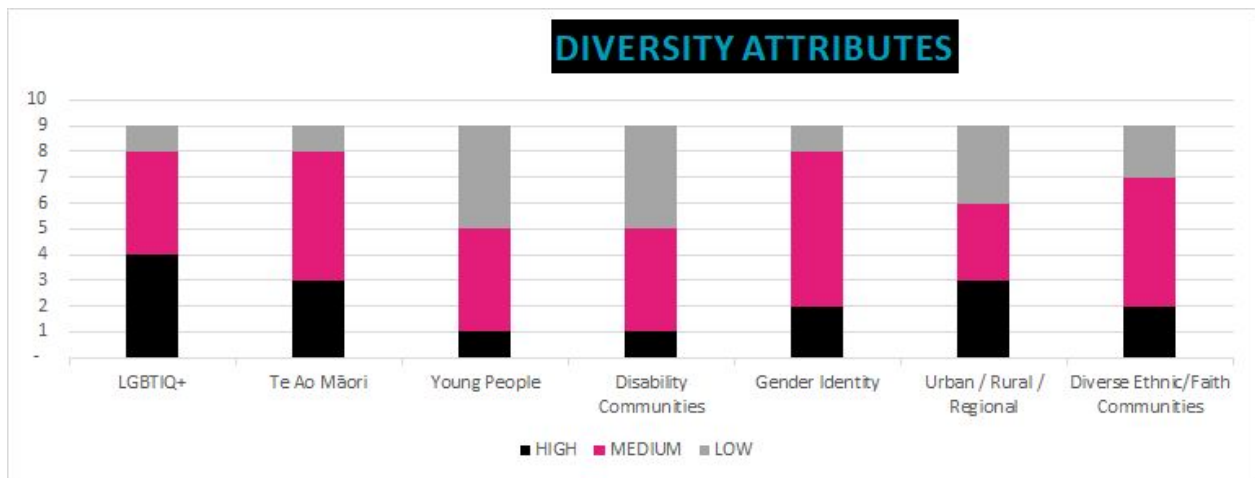
Attributes:

LGBTIQ+ - Understanding of the issues facing people from diverse Rainbow communities and the opportunities and challenges that relate to our work.

Te Ao Māori (Indigenous Governance, Te Tiriti o Waitangi) - Understanding aspects of Te Ao Māori that pertain to InternetNZ's role, including concepts of indigenous governance, Te Tiriti, data sovereignty, cultural competence of staff and governors and familiarity with tikanga Māori and Te Reo Māori. Diverse representation around the Council table.

Young people - Internet industries are driven by a younger demographic. We encourage that voice at the Council table.

Disability Communities - Understanding of the issues facing people living with disability and the opportunities and challenges that relate to our work.

Gender Identity - Understanding of the issues facing people of diverse gender identities, and the opportunities and challenges that relate to our work.

Urban / Rural / Regional - A diverse representation from different towns and cities around Aotearoa around the Council table.

Diverse ethnic communities - Understanding of the issues facing people of diverse ethnic identities, and of their communities, and the opportunities and challenges that relate to our work.

Recommendations

THAT Council note the skills and diversity analysis set out in this paper, and management's recommendation that Council consider appointing Council member/s to deal with gaps in terms of finance/investment and youth.

THAT Council agree to recruit [one / two] Appointed Council Member/s for the identified skills and diversity gaps.

THAT Council confirm that this assessment will remain confidential or released to the public as per the Document Information Disclosure Policy [default release will be two years].