

# InternetNZ Group - Feedback on change proposals

## 1. (untitled)

**1. Submissions from this consultation process may be made public. Please indicate here if you would like your submission to be kept private.**

I am happy for my submission to be made public

**2. Which of the following best describes the perspective your submission represents?**

Member

## 4.

**3. Is this a group or individual submission**

Individual

## 5. (untitled)

**4. Individual**

Name : Daniel Spector

Title : Director

Organisation : Bizdev.nz

## 11. (untitled)

**5. If you would like to be kept informed of final decisions, please provide a contact email address**

## 12. (untitled)

**6. Would you like to provide any comment on the case for change?**

The Case for Change in the document is well considered and addresses frustrations that I, as a member, have with the organization. It literally hits all the points that I feel it needs to.

## 13. (untitled)

**7. What do you think are the strengths of the proposal to merge the three organisations into one, governed by one Council?**

I suspect that the cost optimisations will be even greater than presented, allowing more-and-better charitable efforts and perhaps, dans mes rêves, taking aggressive action in making internet access a human right in NZ.

**8. What do you think are the limitations of the proposal to merge the three organisations into one, governed by one Council?**

Implementation. Doing the actual corporate restructure and functional integration will take a steady hand that DEEPLY understands the goals (yes, and history) of the organisation.

I am deeply afraid of the Council hiring some high-image bank CEO that knows re-orgs but doesn't understand INZ.

#### 14. (untitled)

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##### 9. Do you have any suggestions on how to address these limitations?

Yes- hire for strategic understanding of the goals of the proposal, not experience in re-organisation implementation. Avoid cocky candidates, steer towards the considered. A personable, sensitive person with a deep understanding of the organisation, its history, the nuances of the people involved, and classical strategy.

#### 15. (untitled)

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##### 10. Do you have any comments on the proposed approach to protecting the independence of .nz policy and regulation?

In this I defer to the Council's considered wisdom.

#### 19. (untitled)

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##### 11. Do you have any other comments you would like to make?

This is brave. Screwing it up will destroy as surely as doing nothing will- the latter will just make our decline take longer.

I respect the serious consideration that must have gone into this proposal and hope the implementation is as capable.