

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 : Lance Wiggs

Organisation : Self

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?

Relatively weak case for change as stated, but there are hopefully several layers beneath that, including:

Poor allocation of funding due to agency cost of CEs wanting to building and progressing

Repeated roles across the three organisations

Poor treasury management and an NZRS board and management unwilling to change (several hundred thousand dollars towards \$1 million a year here)

a general need for change to shake things up and provide new perspectives.

13. (untitled)

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

Removal of the layers and associated costs is good, especially moving control of treasury and budgets to the right level.

Will make major changes in the future easier.

Will make it easier to manage the personalities.

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

Concentration of power into one person and board, while not necessarily bad does introduce the risk of how to manage when one, the other or both becomes unmanageable.

Fundamental differences in the approaches required to of operate DNS, be a great regulator, be a great policy and publicity shop and be an honest collator of information and curator of conversations. This is

intrinsically hard to manage.

There are people in the current CEO roles and other positions who will be affected. Treat them well.

14. (untitled)

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

Make a decision and then move very very quickly

1: If you need to remove a bunch of roles then do so fast, not piecemeal. The organisation will not function until all the redundancy is done.

2: It's Jordan or better as CEO or this will not work. I assume you have a workable plan for retention or replacement of the leadership provided by Jay and Debbie

3: Do the new org structure before he CE is appointed. Who are we kidding here.

4: Combine the treasury operations and assign to a proper external treasury manager - manage your (our) money properly.

15. (untitled)

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

Whatever - they will be independent regardless.

19. (untitled)

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

Just do it.