

Developing the Competencies: The Journey

May/June

July

August =

September/October —

November



All Staff Workshops

- 7 workshops; 104 staff
- Nominated participation
- Good representation across levels, roles, business

Based on the use of global competency framework - "card sort" activity

Feedback from Māori & other staff

Global framework & methodology used didn't recognise or reflect Unitec's unique context - especially Te Noho Kotahitanga

Agreed Partnership Approach

- Engaged Mary & Tupara as sponsors
- Agreement to:
 - √ slow down the process to allow for a partnership-based approach
 - Julie & Kelly working together to develop and implement a partnership-based approach

Māori Staff Hui

- All Māori staff invited
- Approx. 25 attended
- Held in the wharekai
- Facilitated workshop process (Julie/Kelly)

Generated ideas based on the question: What do you see as the core competencies that should apply to all staff at all levels at Unitec?

Additional input from Māori staff who weren't present

Established Working Group Process (2 steps)

1. Small Working Group of Māori Staff*

- Expressions of Interest
- Five Māori staff
- Three working sessions

Discussed ideas generated by Māori staff & how to bring them together with all-staff outputs; Drafted set of revised/additional competencies

2. Extended Working Group to include Non-Māori

- Another six staff, with representation from different areas
- One working session

Built on work done by the initial working group; identify any gaps; make recommendation on draft set of competencies

Draft Framework Fleshed Out

 Three working sessions (Julie, Kelly, Fiona)

Refined, collated and combined draft competencies as agreed with working group





Developing the Competencies: The Journey

We have to acknowledge the high level of commitment, engagement and hard work of those involved in the Working Group process:

1. Small Working Group of Māori Staff

Victor Grbic, Kelly Panapa, Nina Pelling, Tracey Pirini, Roira Tarei

PLUS...

2. Extended Working Group to include Non-Māori

Melanie Ooi, Sue Tulett, Jo Barnes, Deborah Faiauaso, Simon Nash, Fiona Pond