

Partnering With The Enemy To Advance Asset Management

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OVERVIEW



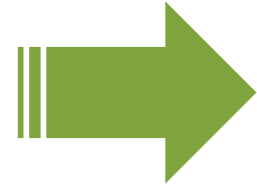
THE REAL ENEMY



THE NEW
PARADIGM



WHAT DID WE GET



THE JOURNEY CONTINUES

THE REAL ENEMY – it is not them



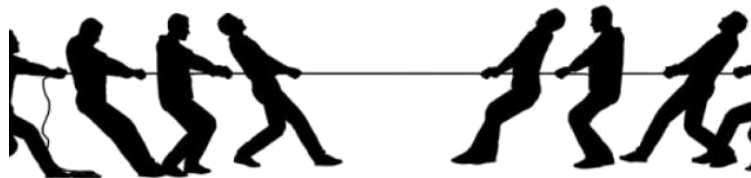
It is all about Culture/Behaviors

Culture creating behaviors, efforts expended on the wrong things:

- Asset Information poor, but extensive reporting requirements
- Price model discourages early intervention, higher profit margins
- Cost as the decision driver – pavement works in last 2 months of financial year not “best for network”
- Adversarial - “that result is your fault”
- Control - “build this exactly as I have designed”
- Manage rather than lead - “we must have someone oversee your work”

Business model

- Hierarchical
- Lowest cost
- No strategic outlook
- Not incentivised to innovate



THE NEW PARADIGM – it starts with us



*Can't fix today's problem with the approach
that first created them*



Partnerships Collaborate Engage

We are equals

Trust in Leadership

Inclusiveness

Collective intelligence

Become a Client of Choice

What we have to do, to want
others to work with us

Be Agile and Flexible

Align objectives – better outcomes

Take a strategic and
holistic approach

Solution focused

WHAT DID WE GET – it is a win win



Better decision

Incentivised to achieve the “right outcome”

Best for Network

Cheaper whole of life cost

Strategic approach

Leadership

Right culture and behaviours

Horizontal Leadership

Transferable skills

Constructive conflict

Transformation

The right business model

Greater transparency

Safe pair of hands

Wider network and stronger relationships

THE JOURNEY CONTINUES



ENGAGING CONTRACTORS

- Supply chain management
- Transparent with information
- Longer term view vs piecemeal

PROCUREMENT

- Enabling/reinforcing the right behaviour
- Right Balance - compliance and business needs

ASSET MANAGEMENT

- Better modelling
- Improved confidence in data

PERFORMANCE MANAGEMENT

- Reinforce/encourage new culture
- Benefit realisation
- Push the envelop
- Transfer knowledge – “infect” other parts of the organisation.

PROJECTS – WORKING IN COLLABORATION

- Regional collaboration
- Integrated Planning and Financial Performance Management
- Business Intelligence software
- FILTER
- IT Alliance

The Simply Irresistible Organization®

What we have learned: Five Elements Drive Engagement



Meaningful Work	Hands-On Management	Positive Work Environment	Growth Opportunity	Trust in Leadership
Autonomy	Clear, Transparent Goals	Flexible Work Environment	Training and support on the job	Mission and Purpose
Select to Fit	Coaching	Humanistic Workplace	Facilitated Talent Mobility	Continuous Investment in People
Small, Empowered Teams	Invest in Management Development	Culture of Recognition	Self-Directed, Dynamic Learning	Transparency and Honesty
Time for Slack	Modern Performance Management	Inclusive, Diverse Work Environment	High Impact Learning Culture	Inspiration
A Focus On Simplicity				

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IN SUMMARY : THE FOUR PRINCIPLES



**KNOW WHAT
YOU WANT**



**ATTRACT
THE BEST**



**CHOOSE THE
RIGHT ONES**



**MANAGE
THEM FAIRLY**