

Adelyn Wischnowsky (she/her)

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I am an experienced senior People, Culture & Capability leader across complex private & public sector organisations. I have proven leadership experience of people functions & genuinely enjoy leading strong teams to be an effective critical enabler, lift organisational capability & provide seamless connection across business groups. I am dedicated to improving the quality & effectiveness of service delivery through better employee & leader experience & enjoy translating strategy into action.

CAPABILITIES

Governance

- Board Member: Boulcott's Farm Heritage Golf Club (2022 – present)
- Reported to independent external Advisory Board while at New Zealand Parliament
- Deputy Chair of Finance, Risk & Assurance governance committee while at New Zealand Parliament

Technical Skills

- Trusted advisor to executive leadership teams providing strategic people advice, operations & services
- Industrial relations (bargaining & leading union relationships)
- Complex employment relations cases
- Implementation of projects & programmes & managing risk
- Continuous improvement & service level offerings & design
- Applying a system & sector view working across the public service system & engaging with Te Kawa Mataaho | Public Service Commission

Soft Skills

- Strong interpersonal & relationship management capability
- Proven inclusive leadership & leading & building highly capable, effective & engaged teams
- Focused on quality service delivery as a critical enabler
- Effective communication, influencing & interpersonal skills

Role Skills – I have experience with:

- Providing clarity & vision & setting strategic direction to ensure a positive impact on organisational objectives
- Leading the development & delivery of an enabling function that delivers sustained service improvement over time
- Lifting organisational & functional practice & capability in embedding te ao Māori
- Designing service delivery models using different frameworks & approaches
- Lifting functional capability
- Building HR systems, processes & policy
- Empowering & supporting leaders to effectively deliver work programmes & achieve desired outcomes
- Managing people, finances & resources.

WORK SUMMARY:

Date:	Company:	Role:
February 2024 – present	Te Manatū Mō Te Taiao Ministry for the Environment	People Change Lead
March 2023—February 2024	Te Manatū Mō Te Taiao Ministry for the Environment	Acting Director/General Manager, People & Capability
July 2022—March 2023	Te Manatū Mō Te Taiao Ministry for the Environment	Manager, People Operations
March 2020 – July 2022	NZ Parliament	Head of Human Resources
October 2016 – March 2020	Summerset Group Holdings Limited	HR Business Partner

RELEVANT WORK EXPERIENCE

People Change Lead, Transformation & Operations
Te Manatū Mō Te Taiao | Ministry for the Environment
February 2023 – present

This role reports to the General Manager Transformation & Operations & is responsible for all people related aspects of our upcoming transformation mahi, which will contribute to embedding our new operating model & our fiscal savings & sustainability mahi. I work closely with Te Pūrengi (our executive leadership team) to provide advice & options regarding upcoming change & our cohort of General Managers to support them with aspects of the change which they need to roll out with their teams.

Acting Director/General Manager, People & Capability
Te Manatū Mō Te Taiao | Ministry for the Environment
March 2023 – February 2024

This tier three role reports to the Deputy Secretary Business Transformation & Services & Chief Operating Officer and sits on the Business Services & Transformation leadership team & provides governance advice through Te Mīmiro, our organisational governance group.

I lead a team of around 30 including Principals & three functional teams – Operations (Assistant Advisors, Advisors, Business Partners, Data Analytics & Reporting, Payroll, Workforce Planning & Health, Safety & Wellbeing), Organisational Development (DEIB, Leadership Development, Culture & Engagement, L&D, Te Ao Māori) & Talent (Advisors & Business Partners) & am accountable for leading the delivery of our People & Capability strategies & work programme, as well as lifting organisational capability in Māori/Crown relations & te Ao Māori & broader organisational capability.

Achievements:

- Head of HR function in organisational change programme, ensuring quality advice to decision makers & successful implementation & transition
- Strengthening project management, reporting & risk management practices
- Established culture of accountability with clear expectations, agreed business process & defined roles & responsibilities
- Provided governance & oversight, & prioritised resourcing to ensure continued successful delivery of data integrity work programme
- Managed & resolved complex employee relations cases with multiple channels of complaints & integration required with four GMs, Deputy Secretary & CE
- Presented & provided advice to Te Mīmiro & Te Pūrengi on matters ranging from health, safety & wellbeing to organisational change & leadership development.

Manager, People Operations

Te Manatū Mō Te Taiao | Ministry for the Environment

July 2022 – March 2023 | permanent

This tier four role reports to the Director, People & Capability and leads a team of around 15 across Business Partners, Advisors, Payroll, Workforce Modelling, Data & Health & Safety practitioners. This role is accountable for work programme delivery & leading the provision of high-quality people programmes, services, systems & advice.

Achievements:

- Concluded bargaining with the PSA & implemented outcomes including PSPA with no threatened industrial action
- Developed annual programme of work, brought greater structure to the team including forward planning
- Strengthened the BP role within the team and clarified service offering
- Determined roles & responsibilities for all team members for greater team resilience & built depth within People Services team
- Commenced data integrity work to ensure P&C data is accurate & dependable
- Supported organisational workforce modelling to support future organisational workforce needs
- Developed programme of work to respond to engagement survey priority driver (Reward).

Head of Human Resources

NZ Parliament | Parliamentary Service & Office of the Clerk of the House of Representatives

March 2020 – July 2022 | permanent

This tier three role reported to the Chief Executive of the Parliamentary Service & sat on the Operational Management teams of both agencies. I led a team of 25 across Operations, Organisational Development, Payroll, Projects & Talent. I supported both agencies to achieve their respective strategic intentions through effective people strategies & practices.

Achievements:

- Reported to independent Advisory Board (with representatives from Te Kawa Mataaho | Public Service Commission, and independent directors)
- Selected as Deputy Chair of the Finance, Risk & Assurance governance subcommittee

- Developed a People Strategy for the Service & a joint agency Diversity, Equity & Inclusion strategy
- Achieved buy in from both agencies' leadership teams for Organisational Development priorities to grow organisational capability
- Co-chaired cross-agency Diversity, Equity & Inclusion Committee
- Business Owner for two replacement HR systems: ServiceNow HR Service Delivery & a Payroll Transformation system replacement to support enhanced employee experience
- Implemented a corporate remuneration framework, which required ratification by the Public Service Association
- Renegotiated replacement collective employment agreements
- Through the biggest piece of teamwork, off-boarded around 450 employees on events-based agreements & onboarded over 300 employees following the 2020 General Election
- Restructured the team to ensure we were set up to deliver strategies; implemented a Business Partner model
- Continued organisational development & culture mahi to support Francis Review recommendations
- Supported the HR leadership team to apply a project management approach to delivery on a quarterly basis. This supported the shift in the team from a reactive function to a team which applies a proactive business partnership approach, supporting customer experience delight
- Managed HR budget of 2.2m (under budget for 2020/21 FY)

HR Business Partner

Summerset Group Holdings Limited

October 2016 – March 2020 | [permanent](#)

This role reported to the GM HR and partnered with the Operations Leadership Team. I led the HR Operations team to support leaders from tier two to six to lead & drive people performance, practice, & capability. I was accountable for providing the full range of HR services to the Operations business group. I was also a member of the HR leadership team & organisation's senior leadership team.

Achievements:

- 2020 HRNZ Awards Finalist: HR Generalist of the Year
- 2019 Summerset Applause Awards: Striving to be the Best culture award winner
- Developed trusted working relationships with Operations stakeholders
- Led HR Operations team to provide high quality output, removed barriers for the Operations team & provided customer experience delight
- Led strategy development for annual collective employment agreement negotiations
- Led the Registered Nurse Workforce Development strategic initiative to reduce a turnover rate of 50%
- Developed annual HR Operations team workplan with deliverables aligned with Operations business plan & team KPIs to drive performance & achievement
- Led team to provide support to network with annual performance process, talent, succession & engagement initiatives
- Supported GM Operations with waged & salaried remuneration reviews & executive with moderation
- Proactively led relationship with unions

- Managed multiple & complex employee relations issues, investigations, disciplinaries, terminations & settlement agreements
- Restructured Head Office Operations structure with GM Operations
- Accountable to monthly HR Steering Group Committee with CEO, CFO, GM Operations & GM HR.

HR Manager

Groenz Limited, a Golden State Foods Company

July 2013 – October 2016 | permanent

This role reported to the Managing Director & led the HR function to ensure appropriate HR systems & frameworks were in place to support great leadership & business outcomes. This position was responsible for providing pragmatic, effective & compliant advice & support to people leaders that supported business goals.

Achievements:

- This was a newly created role & the first 12 months involved implementing foundational but critical HR practices including recruitment, a standardised orientation programme, performance management system, remuneration practices, disciplinary procedures, exit processes, engagement & aligning domestic HR policies to parent HR policies where appropriate
- Successful implementation of Employee & Manager self-service payroll module
- Achieved 100% in external McDonald's Social Workplace Accountability audit. The auditor commented on the HR team's positive attitude flowing through the company, that the team operated using best practice & that employees commented on the improvement in culture since the inception of the HR team
- Ratification of the collective employment agreement for a three-year deal (27% below budget for year one)
- All achieved in the context of the organisation being in a growth phase & increasing headcount by 30%.

Regional HR Manager

Goodman Fielder

January 2010 – July 2013 | permanent

As the Regional HR Manager, I partnered with six site leadership teams across all business units & had an Organisational Development focus, as well as delivering & implementing a national change programme. I was also responsible for managing ER issues, supporting national & collective negotiations, leading site engagement initiatives & developing site HR strategies.

EDUCATION / PROFESSIONAL DEVELOPMENT

Open Polytechnic (in progress): Postgraduate Diploma in Strategic Management

Victoria University of Wellington (2004): Bachelor of Commerce, majoring in Management & Human Resources & Industrial Relations

Te Kawa Mataaho Leadership Development Centre (2021): Leader of Leaders

References available on request