

SARAH NEILSON

CHIEF PEOPLE OFFICER, RNZ



**Institute of Directors Member**

**Institute of Directors Company Directors' Course Graduate**

**Evans Bay Intermediate School Board of Trustees**

Board member - current

**Wellington Hockey Association Board**

Chairperson 2009-2015

**Northern United Hockey Association Board**

Chairperson 2008-2015 and returning Board member 2021-2022

Trustee - Current

**Board Director Recruitment**

For various organisations I have worked for – RNZ, Flux, Wellington Hockey Association

**Chief Executive Recruitment**

For various organisations – RNZ,.Freeview NZ, Public Media Alliance (international), Flux, Wellington Hockey Association

**Strategy Development**

Supporting organisations to develop their People Strategies (Consultant)

EXECUTIVE EXPERIENCE

**CHIEF PEOPLE OFFICER,** includes Health & Safety and Property

**RNZ** / January 2020 – Present

**HEAD OF SALES AND PARTNERSHIPS**

**Meridian Energy** / May 2019 – January 2020

**GENERAL MANAGER, HUMAN RESOURCES**

**Meridian Energy** / June 2018 – May 2019

**HEAD OF HUMAN RESOURCES**

**Flux and Powershop** / 2016 - 2018

Comfortable working closely with Boards and on Boards, I pride myself on being able to add value to the organisations I work with by helping to develop strategies to transform their businesses for the future, while keeping people safe.

Currently the Chief People Officer at RNZ, I am a driven, experienced, and commercially savvy HR Professional with an approach to driving organisational change that is both strategic and practical.

I have championed a people strategy that is delivering an inclusive and constructive culture.  Combining my strong understanding of public media and organisational development to ensure we have a metric driven people approach that enables the culture change required to transform RNZ into New Zealand’s leading media entity.

Previously, I held Strategic HR roles at Meridian Energy as the General Manager of HR and the Head of HR for both Flux and Powershop (Meridian subsidiaries). I successfully influenced key leadership and cultural change whilst increasing collaboration and engagement. Shifting mindsets on organisational issues and making difficult change happen is a challenge I love and have a strong track record of delivering value creating outcomes.

Known for my commercial insights and customer service orientation, I have a curiosity for the broader business, what works and what drives long term value. This enables me to see the big picture whilst at the same time understanding the complex interconnections that sit behind the delivery of strategic goals. Being both a straight talker and having strong relationships allows me to get to the heart of the real issues.

I have a range of experience across international, commercial and government organisations and have lead teams in all aspects of the HR profession as well as a large sales function at Meridian. With a natural strength for leading teams, I have established many strong, fully integrated HR teams that the business actively engages with. I set direction, give autonomy and inspire collaboration.

GOVERNANCE EXPERIENCE

Organisation Leadership

Operational Performance Management

Business Acumen

Stakeholder Management & Board Relations

Change Leader

Managing Strategic Vision

Talent Management

Analysis & Reporting

Building Great Teams

Commercial

Customer Approach to HR

PROFESSIONAL PROFILE

SKILLS - PROFESSIONAL

**BACHELOR OF COMMERCE/ BUSINESS ADMINSTRATION**

Canterbury University, 1995-1998

EDUCATION

[sarah.neilson/linkedin.com](https://www.linkedin.com/in/sneaves/)