

Sue Hope

GOVERNANCE STATEMENT

I am an experienced director with a diverse governance career. I support NZ organisations through my experiences in strategic people practices. Over the past 15 years, I have developed my strategic people management, transformational change management, and organisational development skills to lead organisations through transformations and diversifying revenue streams. I have worked across the public sector and corporate world as a consultant. I understand how good governance impacts businesses and organisations. My governance experience includes not-for-profit trusts and, recently, a paid directorship with our region's polytechnics.

GOVERNANCE EXPERIENCE

Cancer Society Wellington Division – Director 2022 - present
Chair of the Finance Audit and Risk Committee.

Interpreting New Zealand – Chair 2022 - present
Chair
Member of the Finance Audit and Risk Committee.
Member of the Performance Review Committee

Miramar and Maupuia Community Trust – Chair 2021 – present
Treasurer 2018 -2021
Chair 2021 – present

Whitireia Community Polytechnic Limited and Wellington Institute of Technology Limited –
Director 2020 - 2022
Co-Chair of the Audit and Risk Committee.
Member of the Performance Review Committee

NZTA Transformation Governance - Board member 2017
Active board member through the transformation representing the workstream changed preparedness, providing analysis, risk management, reporting weekly, including attending executive leadership team meetings on high-risk areas. Worked with board members to offer solutions to ongoing strategic work.

AIESEC Victoria Inc Board Advisor and past Chair 2012 - 2015
Chaired meetings for the board and committee, guiding committee members on club issues. Liaised with national board members and reported back to our board advisors. As a board advisor, I mentored the Marketing Vice President. I have inducted new board members and club presidents annually.

Zonta Club of Wellington past President, Board Member 2002 – 2010
Member 2023

As Club President, I lead the club meetings and board meetings, setting agendas and facilitating group discussions and activities. I set the tone of the club culture and grew membership to record numbers. I developed a strategic fundraising plan. As a board member, I led the women in science initiative.

BOARD STRENGTHS

Industry and Sector experience

- Community Development
- Tertiary Education
- Community-based Healthcare and Public Health
- Education and Corporate Learning
- Human resources
- Sport and Recreation
- Public sector

Functional Skills

- Audit and risk management
- Change management
- Organisational development

- Learning and development, including digital learning strategies
- Workforce planning and strategy
- Financial management
- Performance reviews for CEO

Governance Capability

- Ability to chair and facilitate meetings
- Management of diverse views
- Expertise in people aspects of business growth
- Able to think strategically and view the big picture and future
- Liaison with operational staff and networking with key stakeholders
- Financial management, including planning and budgeting
- Audit and Risk management
- Performance review frameworks

EXECUTIVE EXPERIENCE

Sue Hope Consulting Lead consultant

2013 - 2022

As a business consultant, I have worked with small businesses and large corporates, and public-sector organisations to support building sound people practice through transformational learning and leadership, management skills, and understanding of cultural competence. Some of my clients have included:

- Xero
- IHC NZ
- The Treasury
- National Library of NZ / DIA
- Ministry of Foreign Affairs and Trade
- HHL group – Healthcare NZ
- Inspire Group
- Sport NZ
- Tourism NZ
- MPI
- Waka Kotahi NZTA

Inspire Group Senior Consultant Account Manager and Marketing Manager

2007- 2013

Inspire Group is the leading provider of custom learning solutions to help transform organisations and improve employee engagement. Their bespoke learning solutions include eLearning, online and blended learning solutions, leadership training, and more.

Whilst there, I was a senior manager supporting the CEO to grow and build the business; I account managed Contact Energy with growth to 43 projects revenue annually of \$350K Secured new clients and increased their revenue, designed Inductions, developed transformation people strategies, internally designed Eureka days winning a champion of learning award. As marketing manager, I used the HRINZ Conference and expo hosting to increase brand recognition and spoke on Inductions.

Sport NZ Senior Advisor Organisational Development

2006-2007

This was a newly established role in Sport NZ to support internal staff initiatives focussing on development. These included a new induction package, introducing learning frameworks and a new learning calendar and policies. For the sector, I recommended an approach to evaluate the CEO leadership programme.

Healthcare of New Zealand Programme Manager Learning and Development 2001 - 2006

HealthCare NZ has been providing services to New Zealanders for nearly 30 years – they support more than 20,000 New Zealanders and their family/whānau all over the country. HealthCare NZ was founded in 1988 by Peter Cottier and Doug Catley, who wanted to create high-quality community support services in the Wellington region. The company began with a small hospital in Upper Hutt, and following a positive response from the community purchased three more hospitals in the region. In 1995 HealthCare NZ extended its range of support and began offering a range of support to people with disabilities and their family/whānau.

Ten years later, NZCare Disability played an essential role in helping people with disabilities move out of institutions and begin living their lives in the community.

The organisation also began to expand into other areas and today offers services in the areas of specialist nursing, injury-related support, long-term condition management, mental health and addiction support, specialist disability services, workforce training and education, high-quality medical alarms, and telehealth technology.

I played an integral part in establishing a PTE, foundational qualifications with our ITO, and establishing robust training practices to meet ISO standards and certification for quality health standards, winning a national award.

Regional Public Health Hutt Valley Health Alcohol and Tobacco Advisor 1998 - 2001**PROFESSIONAL DEVELOPMENT & QUALIFICATIONS****Certifications**

Five Behaviours of Cohesive teams

2020

VIA strengths

DISC model

Collaboration Superpowers

CPD 43 points

2021 -2023

GNDI Women in Governance Series`

2021

Finance Essentials – IOD

2021

Regional Director Development Programme Institute of Directors

2011

Masters in Adult Education UTS Sydney (Part complete)

2003- 2005

Dip Teaching Christchurch College of Education

1996

BPhED University of Otago

1992

PROFESSIONAL MEMBERSHIPS

Association for Talent Development (USA)

Human Resources Institute of New Zealand

Institute of Directors

Appoint Boards

REFEREES

Willingly supplied on request