

RACHEL WELLS

75a Ravensdale Rise, Westmorland, Christchurch 8025

M: 021 801 359

E: rach.contracting@gmail.com

Governance Statement:

An accomplished Human Resource, culture transformation and organisational development executive leader with over 20 years' experience across diverse industries, incorporating public, SOE and private sector organisations enabling organisational performance through people. I can add deep expertise to organisations looking to leverage culture and leadership, to enable high performance. I bring both a corporate and sporting lens to my approach. I can facilitate conversations on *The Future of Work*; its implications for organisations, and enterprise culture change to transform organisations, including the role of the board in governing culture transformation, and leaders' impact on high performance. I will bring a fresh, yet pragmatic approach to any Board.

BOARD STRENGTHS:

Industry/Sector Experience

- Diverse experience across FMCG, manufacturing, telecommunications, and energy sectors
- Worked across public, private and SOE sectors, and volunteering across endurance sports events
- Executive experience across heavy manufacturing in Australia and New Zealand

Functional Skills

- Leading and advising on organisational transformation and change across diverse sectors
- Experienced employee centred design professional
- People, organisational development, transformation, health and safety strategy, design, and delivery

Diversity Attributes

- Have a depth of experience in operational leadership roles (Royal New Zealand Airforce)
- Facilitate and lead conversations at Board level on cultural transformation, leadership and the future of work and the organisational implications
- Understands (from experience) the impact of culture and leadership on high performance

Executive experience:

Lyttelton Port Company	Head of Culture and Transformation Advises the CEO and the Board on Culture and transformation, future of work, implications of culture on high performance.	2021 - current
Rachel Wells Contracting	Independent contracting/consulting to MfE, NZDF, IRD Advised and reported to senior executives/CEOs across all roles	2019 – 2021
MBIE	Head of People and Culture Advised CEO and DCE's on strategy, culture, and leadership	2018 - 2019
NMDHB	GM People, Capability and Safety Advised the Board, CEO and Iwi Health Board on strategy,	2017 - 2018

health, safety and wellbeing, culture, leadership, transformation, Union relations and Māori workforce strategy

Certus Solutions	GM People and Performance Advised the CEO, CEO and Board on organisational transformation, go-to-market strategy during growth, HR, OD, and Health and Safety	2016 - 2017
Rachel Wells Contracting	Independent contracting/consulting to MSD, Transpower, Wellington City Council Advisor to the CEOs, Boards, and executive leadership teams	2013 - 2016
Meridian Energy	Head of Organisational Development Advisor to the CEO and Board on People risk management during IPO	2011 - 2013
FMG (Farmers Mutual Group)	Organisational Development Manager	2010 - 2011
Various Organisations – Prysmian, Griffins Foods, 3M NZ Ltd, Ricoh, Corrections	Group General Manager HR ANZ, People Lead, HR Manager	2003 - 2010

Education and qualifications:

Te Wananga o Ōtaki	Certificate in Te Reo Māori (L4)	Current
Mindlab	Post Grad Diploma Leading Change for Good	2021 – 2022
Massey University	Master of Business Studies (1 st class)	2000
Massey University	Bachelor of Business Studies (Massey Scholar)	1998 - 1999

Professional memberships:

- Institute of Directors, Associate Member
- WISPA (Women’s International Shipping and Trade Association)
- HRNZ (pending renewal)

Professional development:

July 2022	The Transformational Executive	Boma International
July 2022	Enabling People and Culture	IoD Event
August 2022	Finance Fundamentals Workshop	IoD Workshop
Sept 2022	Board culture and character	IoD Event

Referees:

- Available on request