

Strategic Discussion: Governance: Regular ongoing professional development

Statement: The Board is committed to undertaking a wide range of regular, ongoing professional development which is essential to understanding their role as Board members and to enable the making of well informed decisions. With an expectation that employees engage in professional development the Board should be willing to role model this commitment themselves. The Board is mindful that with the continual change in Board membership there will be a need to continually revisit PD areas – in particular those that assist Board members to come to terms quickly with their role and responsibilities. Sharing PD opportunities together as a Board builds confidence and fosters a sense of team participation and cohesion.

Area	Ensure:	Further Initiatives to be explored
Strategies	<ul style="list-style-type: none"> • Board members are made aware of PD opportunities with sufficient notice in order to maximise opportunities to attend • Budget funds are set aside to enable reasonable levels of PD to occur • Strategic Planning Days benefit from the inclusion of an element of Board PD • Regular reviews of Board skills and strengths identify where PD might be required • PD provides opportunities for networking and for getting to know employees • Adequate fee and attendance payments encourage Board members to participate • The opportunity to acquire new skills and knowledge may be an incentive to attracting prospective Board members • By participating in PD together, the Board is able to gather information and knowledge directly 	
Board engagement	<ul style="list-style-type: none"> • Board views PD as an excellent investment of their time • NZK meetings and conferences provide Board members with an opportunity to hear of new initiatives, problem share, pick up tips and either affirm or challenge current processes and views • Willingness to participate where possible in a range of PD opportunities • Engage reputable, quality PD providers • Board members present feedback to the rest of the Board on PD attended • The ability to attend PD with other Board members presents additional opportunities for members to develop a team identity and the confidence to debate matters requiring the Board's attention • The learning environment for all Board members, but particularly those who are new, should be supportive and accommodate the various needs of each individual • The Board is sensitive and respectful of constraints that might affect a Board members ability to attend optional PD that is offered • Board members have the ability to identify PD relevant to their Board positions that they have an interest in 	<ul style="list-style-type: none"> • The possibility of sharing some PD with HKA has been discussed with HKA and may occur in the future