



NZEI Te Riu Roa Organisational Review

Phase One Report



NZEI Organisational Review

Phase One Report

- NZEI is part of a complex wider world
- The education sector at times feels “embattled” in the face of constant challenges
- The job is big – we need to start somewhere



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- Strategy
- Membership Involvement
- Structures
- Capability and renewal



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Strategy

Issue: Clarity of purpose is missing (vision, goals, strategies, priorities)

Challenge: Develop explicit strategies for both the sector and the organisation



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Membership involvement

Issue: Continuum of membership involvement from inert to heavily involved

Challenge: Experimenting with and continuing to create multiple pathways for busy members to be involved at whatever level suits them



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Structure

Issue: Some core structures work well some of the time. Some are redundant.

Challenge: Structural changes that achieve a workable balance between strategic direction and diverse voices



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Capability and renewal

Issue: Success depends on accessing and deploying sets of capabilities – paid staff and active/elected members

Challenge: Creating pathways for people to develop their skills and expertise over time



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What now?

- Simultaneous discussions – members
staff
- Workshop at Annual Meeting



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“NZEI Te Riu Roa is a large, diverse and complex organisation with serious responsibilities not just to its members, but because of the very nature of their work, to their professional as well. It has been and in many areas continues to be a very successful organisation, achieving good outcomes for members and growing in size.

The challenge for NZEI is whether being ‘good enough’ and not rocking the boat will do, or whether there is sufficient energy to strive for a more aspirational vision, with all that entails.”