



Zespri Industry Governance Development Programme (IGDP)

Guide 2024

Overview

Welcome to the Zespri Industry Governance Development Programme guide. In this guide you will find out about the programme, how to apply and where to go for more information.

The Zespri Industry Governance Development Programme aims to identify and support potential future leaders within the New Zealand kiwifruit industry. The programme will introduce successful candidates to governance and leadership possibilities and allow them to gain an appreciation of their capacity and potential for future engagement in governance within the industry.

New Zealand kiwifruit growers and industry leaders are the foundation on which the wider New Zealand kiwifruit industry is built. Our industry is comprised of an increasingly diverse range of people, which we are striving to reflect within the programme. Given the increasingly competitive international market, kiwifruit industry governance must reach global standards and we must continue to develop governance and leadership within our community.

Programme details

The programme consists of a number of components designed to further participants' governance experience and knowledge.

Participants will have the opportunity to participate in the Institute of Directors week-long Company Directors Course (CDC). The CDC is a pre-requisite to becoming a Chartered Member of the Institute of Directors. The course comprises of board simulation exercises, bringing to life case studies that highlight the unpredictable nature of business and the human nature of directorship. Topics covered in the course include:

- Best practice corporate governance
- Strategy
- Law
- Finance
- Culture
- Risk

The programme will incorporate public speaking / personal branding training and will have a tailored leadership component to enable participants to identify individual development opportunities.

Participants will also attend quarterly participant forums and dinners with leading business figures who will speak on a particular subject to give participants exposure to their experience and expertise.

Participants will gain exposure to Zespri Board and Executive members through networking and mentoring events.

As part of the programme, participants will be part of a Domestic Governance Tour. The tour will visit a number of organisations throughout New Zealand, giving participants access to some of the top leaders within New Zealand's primary industries. Costs of this trip are partially covered by Zespri - please see the 'Programme fees' section on page 5 for more information.

Set out below is an indicative programme timeline (which is subject to change).

| Year | Activity |
|-------------------------|---|
| 1 st quarter | Handover event |
| | Mentoring session with Zespri Board member |
| | Dinner with leader speaker 1 |
| 2 nd quarter | IoD Company Directors' Course |
| | Public Speaking / Personal Branding training |
| | Dinner with leader speaker 2 |
| 3 rd quarter | Domestic Governance Tour |
| | Dinner with leader speaker 3 |
| 4 th quarter | Additional event |
| | Dinner with leader speaker 4 |
| | Networking event with Zespri Board and Executive |
| Additional | <p>Provide report to DRC / the Zespri Board.</p> <p>Q1 - How has this programme helped prepare you for a future governance role in the kiwifruit sector?</p> <p>Q2 - Key themes of Domestic Tour, compare and contrast the different companies / industries</p> <p>Q3 - Qualitative reflection; personal growth, highlights and downfalls. What were your original expectations and have they been fulfilled?</p> |

Formal report and presentation

Each participant must complete a formal report during the programme to present at the Handover Event in March. The report comprises of responses to three questions as follows:

Q1 - How has this programme helped prepare you for a future governance role in the kiwifruit sector?

Q2 - Key themes of Domestic Tour, compare and contrast the different companies / industries

Q3 - Qualitative reflection; personal growth, highlights and downfalls. What were your original expectations and have they been fulfilled?

Additional considerations

The programme is aimed at those committed to leadership within the kiwifruit industry. There is an intensive workload throughout the year which requires substantial commitment from participants.

Participants are expected to independently pursue governance roles and use the knowledge, skills and experience gained on the programme within the New Zealand kiwifruit community.

Key dates

The programme will run for 12 months, beginning in February with the Handover Event and completing in February the following year.

Applications close **5pm Friday 26 January 2024**. All applicants will be notified of their application outcome no later than 9 February 2024.

Eligibility

The Zespri Industry Governance Development Programme is open to participants from the kiwifruit industry with a genuine interest and passion for governance within the industry. Potential candidates may include (but are not limited to):

- Post-harvest directors / Senior Management
- Other industry directors
- NZKGI forum members
- Suitably qualified growers

Candidates that do not fall within this list are also highly encouraged to apply.

Selection process and criteria

The Selection Committee will seek to recruit a diverse cohort of quality participants. Applications will be assessed on the following criteria:

- Demonstrated interest in governance and leadership, including leadership experience in career to date
- Commitment to the kiwifruit industry and wider community
- Effective communication and ability to build relationships
- Critical thinking ability and business acumen
- Proven integrity and respect of peers / colleagues
- Quality and timeliness of application

Applicants do not have to fulfil all of the criteria in order to be selected. Final selection will be at the discretion of the Selection Committee.

Programme fees

Zespri covers 50 percent of the programme costs. The remaining 50 percent is to be paid by the participant, or where the participant is supported by post-harvest or an industry group, it is expected that they will contribute 25 percent of the costs.

Estimated programme cost per participant - \$16,000

Zespri pays \$8,000, participant pays \$8,000 or where the participant is supported participant pays \$4,000 and supporting party pays \$4,000.

Participants will be invoiced at the conclusion of the programme.

How to apply

Potential candidates must complete the application form and email to scholarships@zespri.com. Applications close Friday 26 January 2024 at 5pm.

Contact

For more information about the Zespri Industry Governance Development Programme, contact Zespri External Relations. Email - scholarships@zespri.com