

# Industry Governance Development Programme

## 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 engage with potential future leaders within the New Zealand kiwifruit industry. The programme will introduce successful candidates to governance and leadership possibilities in the industry and allow them to gain an appreciation of their capacity and potential for future investment in developing their skills.

New Zealand kiwifruit growers and industry leaders are the foundation on which the wider New Zealand kiwifruit industry is built. Given the increasingly competitive international market, kiwifruit industry governance must meet world-best practice standards and we must continue to develop governance and leadership within our kiwifruit community.

Through the programme participants will gain a solid grounding in areas including governance, strategy and risk.

Participants will be paired with a Zespri Board member mentor who they can contact throughout the duration of the programme. The programme will incorporate four Institute of Directors courses:

- Governance Essentials
- Finance Essentials
- Risk Essentials
- Strategy Essentials

The programme will incorporate media training and quarterly participant forums with leading business figures who will speak on a particular subject to give participants exposure to their experience and expertise.

As part of the programme, participants will be invited to travel to a key Zespri market or offshore growing region to gain market insight and experience. Costs of these trips are partially covered by Zespri – please see the 'Programme fees' section below for more information.

Each participant must complete a formal learning component over the year which they will report on to the Zespri Industry Governance Development committee. This might include key governance themes over the year in the wider business community (either national or international) or having to complete a comparative study of how boards in other industries operate or deal with a particular challenge or issue.

The Programme is aimed at those committed to leadership within the kiwifruit industry.

The programme is intense with work throughout the year which requires 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.

## Zespri Industry Governance Development Committee

The programme is overseen by the Zespri Industry Governance Development Committee. Currently the members of the committee are:

### Chair

Bruce Cameron, Zespri Chairman

### Members

John Cook, Zespri Director Remuneration Committee member  
John Bourke, Zespri Director Remuneration Committee member  
Michael Fox, Zespri Grower and Alliances Manager  
Amy Porter, External Relations Lead

## Key Dates

The programme will run for 12 months, beginning in April and completing in March.

Applications close 22 February.

Year	Activity
1st quarter (April – June)	Paired with Board member. IoD Course 1
	Dinner with speaker-leader 1
2nd quarter (July – September)	IoD Course 2
	Dinner with speaker-leader 2
3rd quarter October – December)	IoD Course 3 Speaker
	Dinner with speaker-leader 3
4th quarter (January – March)	IoD Course 4
	Dinner with speaker-leader 4
TBC	Overseas trip to market or other growing region
TBC	Media training
Completion	Present a two page report to the Zespri Industry Governance Development committee

## Eligibility

The Industry Governance Development Programme is open to participants from the kiwifruit industry, namely:

- Post-harvest directors
- Post-harvest CEOs
- Entity directors
- KNZ directors
- NZ KGI forum members
- Suitably qualified growers

## Selection Process

Applicants are required to complete and submit an application form and will be invited to undertake a short psychometric test.

Applications will be assessed against set criteria including applicants' competencies and potential ability in the following areas:

- Governance knowledge and experience
- Leadership
- Communication
- Strategic thinking
- Business acumen

Applicants do not have to possess all of the above attributes or formal academic qualifications but must be able to display solid potential. The committee also considers any governance experience and professional development (e.g. Kellogg's Rural Leadership programme) undertaken.

## 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.

Programme cost per participant: \$13,000. Zespri pays \$6,500, participant pays \$6,500 or where the participant is supported by post-harvest or an industry group, participant pays \$3,250 and supporting party pays \$3,250.

Flights to travel to the markets / offshore growing regions are to be covered by the participant. Zespri will cover the cost of hosting (hotels, internal transport and meals).



## **How to apply**

Applications close 22 February 2019 at 5pm.

Email completed applications to [scholarships@zespri.com](mailto:scholarships@zespri.com)

## **Contact**

For more information about the Industry Governance Development Programme, contact Zespri External Relations.

Email: [scholarships@zespri.com](mailto:scholarships@zespri.com)