

Welkom

Witamy

Välkommen

Bienvenido

Bienvenue

स्वागत है

স্বাগতম

ようこそ

Bem-vindos

In Good Company

A  Bob Community

ברוכים הבאים

Benvenuti

Willkommen

Welcome!

欢迎

Velkommen

Agenda



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Introduction

2

Keynote

3

Panel Interview

4

Networking

Keynote



Rose-Marie Nathan

Head of Career Programs and Partnerships – **Blues Charitable Trust**
Principal/Clarity Partner – **Intent +Purpose**



In Good Company Live

Leadership and the Complexity We Face in 2025 and Beyond

Capability | Capacity | Connection

Rosey Nathan

Principal & Clarity Partner @ Intent +Purpose

Head of Career Programmes & Partnerships @ Blues

Charitable Trust

I+P
Intent
+Purpose





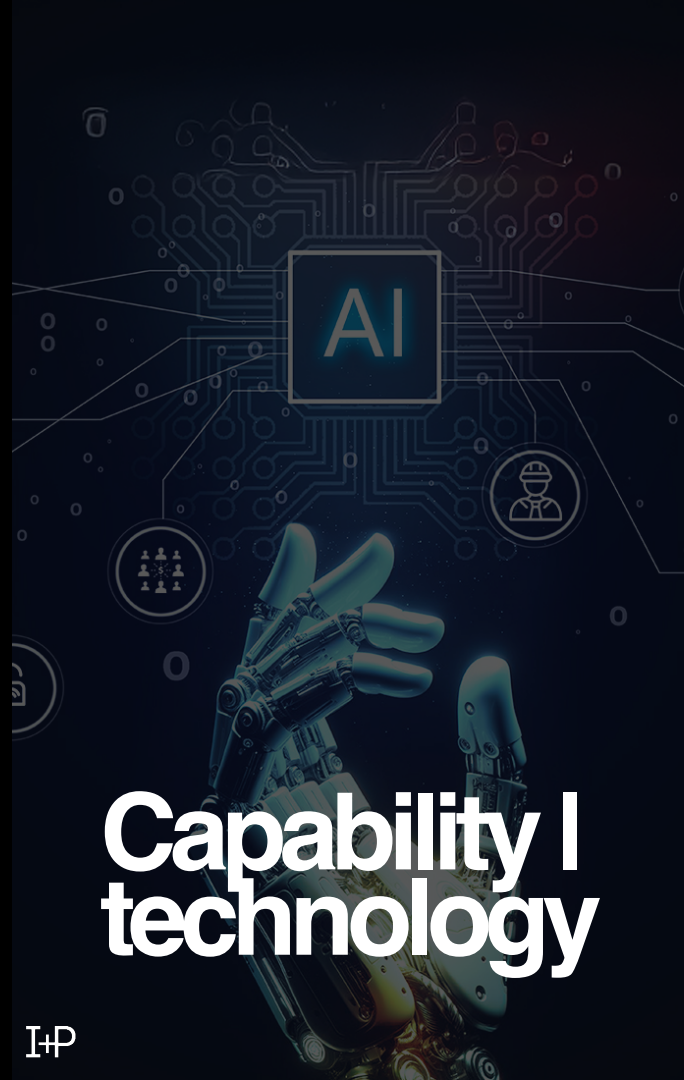
What we'll cover

How can you equip your leaders and yourself to navigate a world that is constantly shifting and complex?

- 1.Capability through technology
- 2.Capacity in environments
- 3.Connection with communication

"The potential of AI is immense and likely beyond what most of us can even envision. We are entering a period where human intelligence will likely be exceeded by advanced AI, but its impact for businesses will largely depend on how we act now."

Scott McLiver | Chief AI Officer, Partner
@ PwC New Zealand



**Capability |
technology**

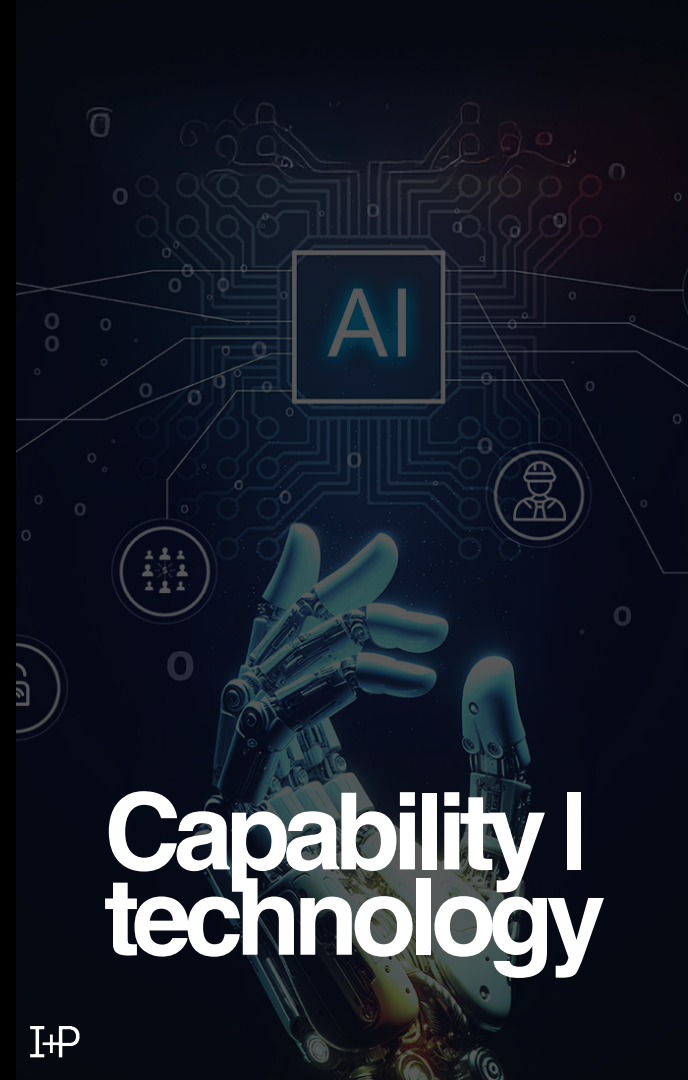
NZ CEOs ahead on AI-driven productivity

- 55% say AI is already saving them personal time
- 70% report AI is making their people more efficient

Compared to:

- 42% Australia | 58% Asia Pacific | 56%

AI ~~on~~ productivity gains aren't future-focused; NZ leaders are experiencing them now, faster than most regions





If AI removes the entry-level
mah, HR must rebuild the entry-
level learning

**Capability I
technology**



How can HR develop people, not just processes, so confidence keeps pace with AI-driven change?

**Capability |
technology**



I+P

- Onboarding that builds confidence, not just compliance
- Mentoring that transfers judgment, not just instructions
- Skills-building that grows capability and understanding at every level
- Hiring and succession based on potential + values + teachability, not polish

**Capability I
technology**

Productivity is declining, and burnout is rising

- 57% of NZ workers were at high risk of burnout
- 80% of employees said the economic environment was negatively affecting them
- 50% said their mental health had already been impacted

People are under financial pressure, emotional fatigue, and rising uncertainty



Capacity I
environment

From managed mahi → empowered teams

Before	After
Layers of management and approval-gate processes	Self-organising teams with clarified ownership
Managers as hierarchal bosses and decision-gates	Managers as enablers, unblockers and coaches
Work assigned by role and manager direction	Work owned by teams, driven by outcomes and purpose
Status measured by task completion and reporting chain	Progress measured by delivery, value and responsiveness
Team members wait for permission	Teams act autonomously, grounded in clear purpose
Leadership recognised by title or position	Leadership shown through behaviour, initiative and collaboration
People fitted into rigid structure	Structure built around team capability and agility

Simon Raymer, CIO + Co-Founder | Freedom 2015 example

Not “who has the authority?”, instead “who’s equipped to lead well, regardless of job title?”

Important reflections

- Are you distributing ownership, or bottlenecking it?
- Are you rewarding control, or enabling clarity?
- Are you building leadership into the system, or hoping it appears at the top?

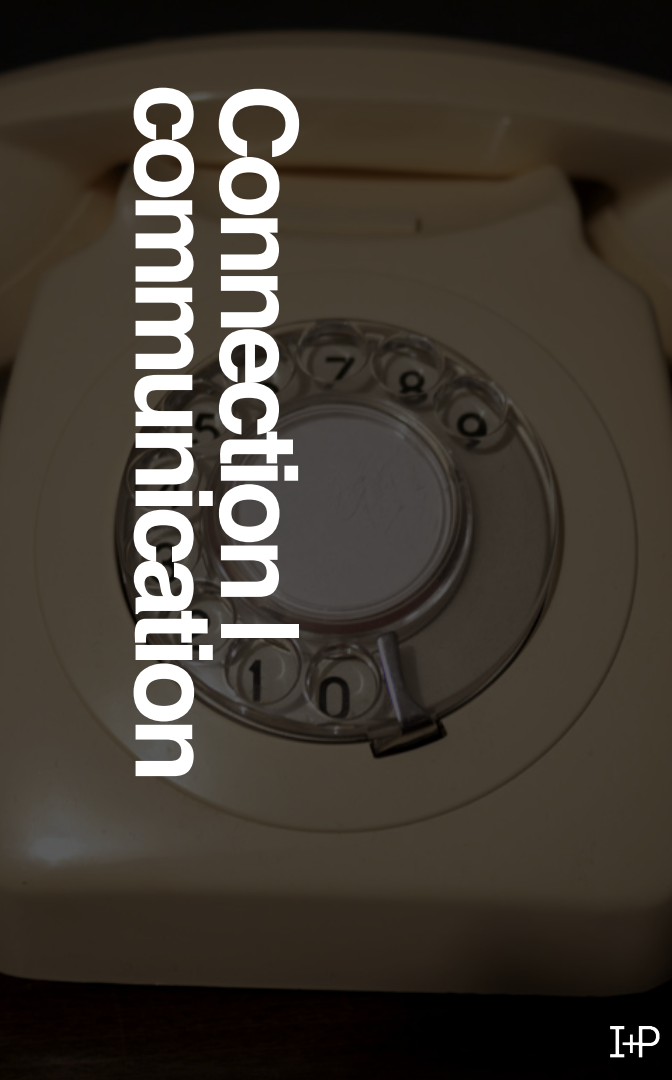


**Capacity I
environment**



Connection | communication

Today's workforce is highly connected and tech-savvy, yet often less confident in face-to-face communication

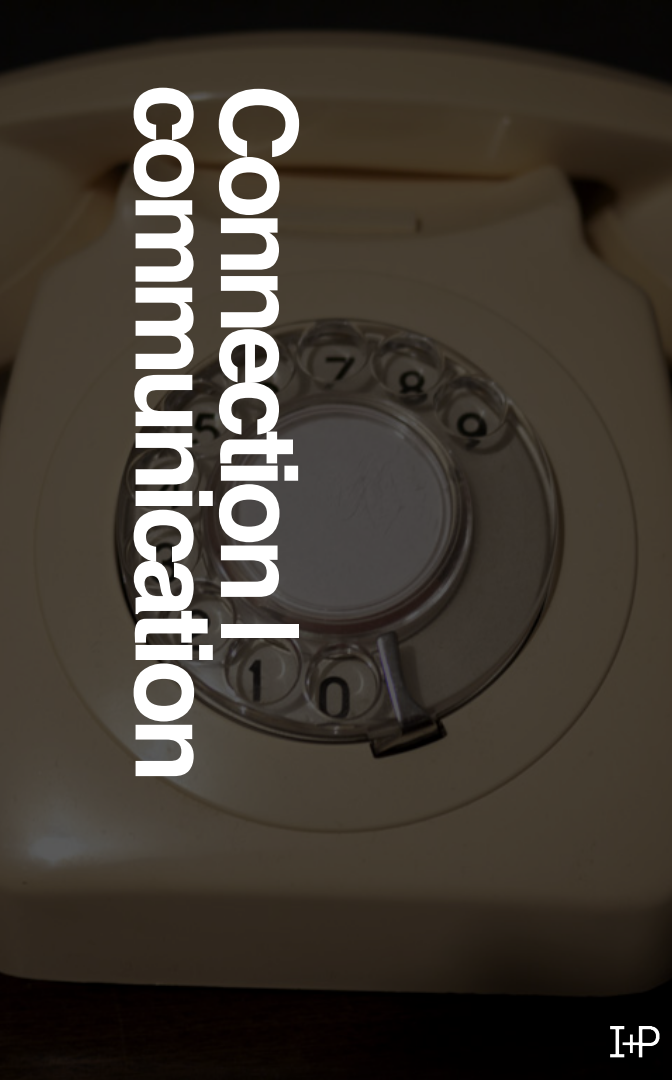
A vintage rotary telephone is shown in a dark, moody setting. The phone is a light-colored, possibly cream or beige, with a prominent rotary dial in the center. The dial has numbers 1 through 9 and 0, with a small 'hook' or 'finger' resting on the 0. The background is dark, and the phone is slightly out of focus, creating a sense of nostalgia. The text 'Connection | communication' is overlaid on the left side of the image, written vertically in a white, sans-serif font.

Connection | communication

What we lost with the landline

- Practice in presence
- Practice in curiosity
- Practice in trust

Skills gained by being thrown in, a constant, low-pressure training ground for real-world communication

A vintage rotary telephone is shown in a dark, moody setting. The phone is a light color, possibly cream or beige, and its rotary dial is prominent in the center. The numbers on the dial are visible, though slightly dim. The background is dark, creating a high-contrast effect with the phone. The text 'Connection | communication' is overlaid on the left side of the image, oriented vertically.

Connection | communication

If confidence isn't built

- Expectations break down
- Performance breaks down
- Relationships break down

Bridge the gap with storytelling

- Stories allow feedback to land without defensiveness
- Stories help teams understand why, not just what
- Stories let leaders be human, so others can be too

**Connection |
communication**

A Simple Framework

ROSEY

Reflect

Begin with meaning

Observe

Understand your audience

Strategize

Create the story

Execute

Deliver with clarity

Yes you can!

Build empowerment/Be empowered

Connection | communication



Recap

I+P

1 Capability | technology

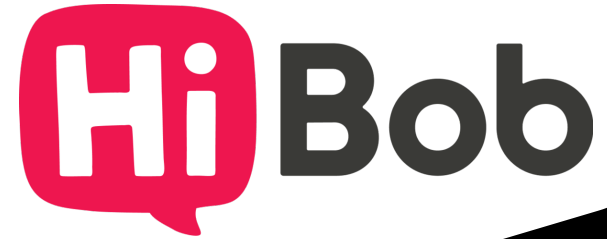
AI has shifted the pace.
Build confidence.

2 Capacity | environment

Burnout has shifted the load.
Build empowered teams with distributed leadership.

3 Connection | communication

Communication has shifted instincts.
Build storytelling.



Ngā mihi nui

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Connect to find out more or to work with us

Intent first. Purpose always.

Intent +Purpose makes human and organisational
IP visible and valuable

Delivering governance excellence, stakeholder engagement, and strategic frameworks for organisations, with mentoring and brand clarity for individuals

Through advisory, consultancy, and speaking, we connect both, translating intent into purposeful influence across every level of leadership



Panel Interview



Ryan Ghisi
Head of People Operations
2degrees



Danielle Scott
Manager People, Sustainability &
Executive Operations
AoFrio

Thank you for joining us today.



Join the
Community

