

Never worry about the things you are not good at. Discover what you are good at and do that, and do it with commitment. But always respect those whose talents are different from your own.

See the opportunities in new directions. If you do not change direction, you may end up where you are heading.

Never underestimate the capacity of those younger than you to surprise you with their talent. Learn from them, and always revel in the opportunity to combine talents to build a team.

The paradox is to live each day as though it were our last and, at the same time, to live as though we will live forever.

Sir Paul Callaghan

The Journey Continues

Sir Paul Callaghan promoted the concept that 'the journey is the destination' and this is definitely the ethos behind the *TalentNZ* project.

The *Menu* is available on the *TalentNZ Menu* website at www.TalentNZMenu.org. This provides an online space for people to share their thoughts and observations. This feedback will enable us to continue to gather information on current and new initiatives and share knowledge and ideas throughout New Zealand. This website also offers more detail on the 28 initiatives, providing New Zealand and international examples to demonstrate how these initiatives are currently being implemented.

The *TalentNZ* project is designed to create a space for a structured discussion on how we might work together to make New Zealand's talent-based economy flourish. Our programme will continue into 2015. If you want to learn more, please connect with *TalentNZ* at www.TalentNZ.org to receive our regular newsletter.

All the best,



Wendy McGuinness
Chief Executive, McGuinness Institute

Thank You

30 Interviewees

As interviewed in the *TalentNZ Journal*

Richard Athorne
David Band
Jamie Band
Anne Barnett
Tim Bennett
Vicki Buck
Anna Campbell
Rachel Carrell
Kaila Colbin
Andrew Coy
Dave Darling
Roger Dennis
Rod Drury
Janice Feutz
Jim Flynn
Andrew Hamilton
Paul Hansen
Tahu Kukutai
Liz MacPherson
Raf Manji
Ocean Mercier
Bill Moran
Tim Nixon
Patrick Nolan
Mike O'Donnell (MOD)
Frances Valintine
Damien van Brandenburg
Catherine Walker
Malcolm Webb
Graeme Wong

Other Contributors

Hayden Glass
Shaun Hendy
Tracey Lee
Billy Matheson
Wil McLellan
Sam Morgan
John Trail
Guy Whateley
Murray Wu

Councils Advisory Group
As part of the *TalentNZ National Tour*, we invited a range of councillors and council staff from Auckland, Christchurch, Dunedin, Gisborne, Hastings, Kaikoura, Napier, Tauranga, Wanaka and Wellington to review early versions of the *Menu*

Eric Assendelft
Erik Barnes
Councillor Maxine Boag
Rachel Brown
Deputy Mayor Vicki Buck
Precious Clark
Councillor Ross Clow
Deputy Mayor Lyal Cocks
Councillor Jo Coughlan
Councillor Matt Cowley
Councillor Andy Cranston
Councillor Bev Edlin
Councillor Craig (Ferg) Ferguson
Stuart Grant
Mayor Winston Gray
Councillor Sandra Hazlehurst
Councillor Simon Marsh
Councillor Tania Kerr
Councillor Ella Lawton
Deputy Mayor Justin Lester
Councillor Mick Lester
Councillor Paul Lonsdale
Councillor Jinty MacTavish
Councillor Raf Manji
Ross McLeod
Councillor Clayton Mitchell
Councillor Darlene Morgan
Councillor Dick Quax
Councillor John Roil
Councillor Pat Seymour
Councillor Roy Sye
Councillor Lee Vandervis
Councillor Penny Webster
Councillor Andrew Whiley
Councillor Simon Woolf

Published 11th June 2014
Updated 15th June 2016

View the *Menu* or comment directly on a specific initiative at www.TalentNZMenu.org

Receive our regular *TalentNZ* newsletter, connect with *TalentNZ* at www.TalentNZ.org

Contact the Institute at TalentNZ@McGuinnessInstitute.org
TalentNZ is a McGuinness Institute Project.

Menu of Initiatives

Creating a place where talent wants to live



The power of an idea

This menu illustrates New Zealand's talent ecosystem and showcases a broad range of possible initiatives that communities might implement in order to create a flourishing talent-based economy.

In March 2011 the Institute had the honour of having Sir Paul Callaghan, Kiwibank New Zealander of the Year (2011), as the keynote speaker at its first major workshop – *StrategyNZ*. Sir Paul explained why New Zealand must focus on talent and create 'a place where talent wants to live'. You can watch his inspirational presentation on YouTube by searching 'Sir Paul Callaghan *StrategyNZ*', so far it has had over 40,000 views.

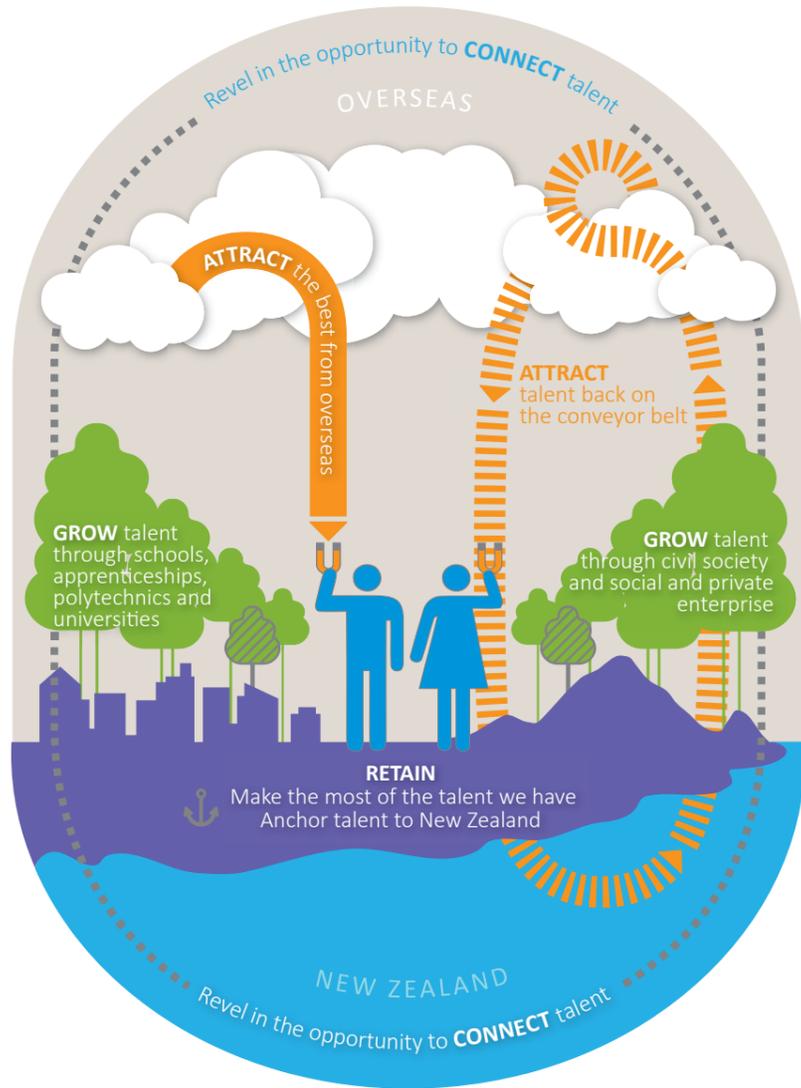
The *TalentNZ* project is the Institute's response to Sir Paul's idea to create a talent-based economy for New Zealand. It brings together our research – what we have found from talking and listening to communities, as well as reading broadly on the topic at a local, national and international level. We wanted to develop a sense that we are moving, either individually or collectively, towards a shared goal.

We were also very aware of the need to identify and test our own assumptions; we did not want to unintentionally mislead communities through a lack of transparency and so we openly invited and collected feedback along the way. A more detailed discussion of our assumptions can be found on the *TalentNZ* project page on our website. The resulting feedback has formed the basis for our *Menu of Initiatives* and we thank everyone who has helped us on this journey.

What's on the Menu?

The *Menu of Initiatives* is made up of two elements:

1. The TalentNZ Ecosystem

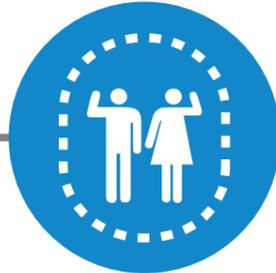


The *TalentNZ Ecosystem* (above) illustrates the four integrated work-streams that we have identified as necessary to create a talent-based economy for New Zealand. They are to: *grow talent*, *attract talent*, *retain talent* and *connect talent*. The ecosystem was designed to demonstrate how these work-streams interact, as understanding the system is the first step to identifying the levers that will enable communities to consider, design, implement, measure and reassess strategies over time.

These work-streams evolved from the 30 interviews in the 2013 *TalentNZ Journal*. The interviews showed the way forward, but the full nature of the ecosystem only became apparent when we took these ideas around the country as part of the Institute's 2014 *National Tour*.

2. The 28 Initiatives

The 28 initiatives described below have been developed using the feedback we have gathered from across New Zealand. We view this list as a starting point that provides a platform for ongoing discussion. Notably, many initiatives align with more than one work-stream and a level of judgement has been necessary to determine where each best fits. Overall, we have worked to categorise initiatives based on where they have the strongest effect in terms of the outcomes they might deliver. View the *Menu* in more detail or comment directly on a specific initiative at www.TalentNZMenu.org

GROW	ATTRACT	RETAIN	CONNECT
			
<p>Grow 1 Put the student at the centre</p> <p>Grow 2 Build curriculums fit for the future</p> <p>Grow 3 Incentivise young people who want to be makers</p> <p>Grow 4 Incentivise young people who want a university education to complete their undergraduate degree in New Zealand</p> <p>Grow 5 Cultivate new talents</p> <p>Grow 6 Promote storytelling (Pūrākau)</p> <p>Grow 7 Seek out a youth voice</p>	<p>Attract 1 Map the ecosystem</p> <p>Attract 2 Identify the talent you want</p> <p>Attract 3 Attract international talent</p> <p>Attract 4 Showcase existing talent</p> <p>Attract 5 Showcase hard infrastructure</p> <p>Attract 6 Showcase soft infrastructure</p> <p>Attract 7 Provide an appropriate rewards package</p>	<p>Retain 1 Use the talents we have</p> <p>Retain 2 Provide clear career pathways for individuals</p> <p>Retain 3 Foster a caring and enjoyable environment (Manaaki)</p> <p>Retain 4 Focus on creating a good entry and exit</p> <p>Retain 5 Combine talents to build effective teams</p> <p>Retain 6 Communicate future intentions</p> <p>Retain 7 Share community goals</p>	<p>Connect 1 Take responsibility for connecting</p> <p>Connect 2 Connect existing talent with a purpose</p> <p>Connect 3 Create twinning opportunities</p> <p>Connect 4 Embrace diaspora</p> <p>Connect 5 Create hubs</p> <p>Connect 6 Create an online presence</p> <p>Connect 7 Manage logistics by aligning people, data, products and services</p>