

**Property Institute of New Zealand
New Zealand Institute of Valuers**

Future Leaders Process

Review protocol

Policy reviewed and approved by:	Date Implemented	Next Review Date
PINZ Board	November 2021	November 2022

Stakeholders

- PINZ President
- NZIV President
- Council Chairs
- Committee Chairs
- Branch Chairs
- NST
- Membership
- Other.....

Property Institute Future Leaders

The Property Institute of New Zealand has a strategic priority to deliver a lifelong career path and to support our people from graduation to retirement. The Future Leaders framework is a key deliverable for this priority and it is an intrinsic component of the Property Institute’s diversity and inclusion policy.

Supporting and encouraging a diverse and inclusive profession is intertwined with every aspect of the functions of a property professional - from the clients we work with, the colleagues we work alongside and the wider society and communities that benefit from our contributions to the New Zealand economy and the built environment.

In supporting a diverse and inclusive profession, the Institute has an aspiration to attain a position of cognitive inclusion and to change the narrative from encouraging simplistic silos of diversity to enabling inclusion at a more substantive and intellectualised level. Cognitive inclusion moves away from an equity focus and embraces the richness and depth that can be created in workplace culture and environment by the inclusion of people who have different ways of thinking, different viewpoints and different skill sets.

Involving the leaders of tomorrow in the governance and operation of the Institute today is a fundamental pillar to nurture cognitive inclusion across the organisation. In order to build strong Professional Communities, we need to build strong Boards and Councils and many of our Future Leaders have gone on to serve on the Institute's operational committees and governing bodies.

Governance Boards and Councils

Encouraging everyone from all backgrounds to join our profession and enabling them to do their best will help to bridge the skills gap and inequality in demographic representation that our industry and many other industries continue to face.

The Property Institute believes that our Future Leaders should be involved at all levels within the profession during their professional journey and is committed to offering Future Leaders the opportunity to join one of our governance boards or councils. This will give Future Leaders exposure to our strategic thinkers and provide them with valuable experience and knowledge about how the Boards and Councils work, the processes they go through to guide the direction of the Professional Communities and to play an active role in the discussions that guide the operations of the Professional Communities. Future Leaders will then be able to take this experience into their own careers and into their own organisations to provide added value.

Participation as a Future Leader is only open to members of the Property Institute and, as such, it represents a unique and valuable member benefit in providing members with credible transferable experience at the leadership and governance level.

The governance positions that are available to Future Leaders are:

Property Institute of New Zealand (PINZ) Board	1
Property Institute of New Zealand (PINZ) Standards Board	1
Property Institute of New Zealand (PINZ) Finance, Audit and Risk Committee	1
New Zealand Institute of Valuers (NZIV) Council	1
Commercial Property Managers Institute (COMPRO) Council	2
Plant & Machinery Valuers Institute (PMVI) Council	2
Institute of Property Advisors & Consultants (IPAC) Council	2

Eligibility Criteria

Any member may apply to be part of the Future Leaders programme regardless of age. The only pre-requisite is that members should have only had limited experience or exposure to leadership or governance processes during their career to date. A positive attitude and a willingness to actively participate is also a must!

Timing

Expressions of interest from Future Leaders are to be submitted by October of each year. Future Leaders that are appointed to a governance board or council will be notified in December and will be invited to join the Board or Council from that point forward. Expressions of interest will include a CV from the Future Leader and supporting statement about why they want to participate.

Selection

Future Leader applications are reviewed by the PINZ Chief Executive Officer and/or the PINZ Chief of Engagement and Service Development and shortlisted Future Leaders will be invited to have an informal meeting or conversation with the PINZ Chief Executive Officer. This is an opportunity for the Future Leader to outline why they are putting themselves forward, their specific interests, goals and objectives and which Professional Community they would most like to be involved with. Following this conversation, a recommendation will be made to the relevant Board or Council.

Duration of Tenure

Each appointment to a Board or Council will be for an initial period of one year. This may be extended for a further year at the discretion of the Professional Community and in collaboration with the Future Leader.

Time Commitment

Future Leaders would be expected to attend and actively participate in all meetings of the Board or Council (approximately 4-5 meetings per year) and undertake all pre-meeting obligations such as reading meeting papers and preparing their contributions. Future Leaders would be encouraged to participate in sub-committees should the opportunity arise.

It is expected that Future Leaders will get actively involved with their local branch and assist with engagement of members at the branch level and the development of their branch.

There will also be opportunity for the Future Leader to attend other professional and social functions during their tenure.

Rotation

In order to develop well-rounded property professionals, Future Leaders should have an awareness and understanding of the key issues across the property sector as a whole both within and outside of their area of specialism. Future Leaders may be offered the opportunity, after their first year of participation, to join another of the Boards or Councils where there may be a Future Leader vacancy. This will be offered in consultation with the relevant Professional Community and the Future Leader.

Mentoring

All the Future Leaders can access quarterly mentoring sessions with a senior member of the PINZ team and/or an established property professional from across a range of sectors. The PINZ Chief Executive Officer or the PINZ Chief of Engagement and Service Development will have an initial conversation with the Future Leader to establish their career goals and objectives and will, in collaboration with the Future Leader, identify an appropriate mentor. The PINZ Administration Secretariat will then arrange the mentoring appointments.

Branches

The Institute's branches have a critical role to play in ensuring members are involved in their local communities and have a say in the direction and activities of their branch. It is encouraging to see a wide range of members turn up to branch meetings and events and the National Support Team can provide some assistance to branches in setting up and promoting events that focus on supporting and networking our Future Leaders. There are some established groups within our branch network



including the Young Guns groups in Auckland, Christchurch and Wellington and the National Support Team can facilitate linkages between branches in order to share experiences and for the established groups to support other branches to set up Future Leaders groups with their branches.

Future Leaders have a key role at the branch level and will be expected to get involved with existing branch groups. Where branches do not have existing groups, the Future Leader will have a role to play in facilitating the branch to consider setting up similar groups.

National Property Conference

Future Leaders will be expected to attend, participate and volunteer at the annual Property Institute National Property Conference. Future Leaders will be eligible to receive a complimentary registration in order to attend conference.

