



1 May 2024

## **Empowering CCHL wāhine leaders for the future with Te Puna Manawa**

A pilot of Te Puna Manawa - CCHL's inaugural Women's Leadership Development Programme - has recently concluded, empowering 16 women working across CCHL's group with greater skills and clarity on being great leaders and growing their careers.

Citycare Water National Procurement Manager Amanda Henriksen said: "Te Puna Manawa has been transformative. I have learned the importance of networking, being brave, and taking every opportunity that comes my way."

Similarly, LPC Project coordinator Julia Shi said: "Knowing my strengths and being confident in my ability to apply them has made a huge difference in my personal and professional life... I would not have grown so fast in many aspects without attending this course."

CCHL Chair Abby Foote explains how the leadership course, delivered by Anna Johnstone from The Female Career, forms an important strand in the Group's overall work plan focused on improving gender balance and diversity and inclusion outcomes.

"It's been heartening to hear how valuable everyone found Te Puna Manawa and since we've placed focus on improving diversity outcomes like this in the last two years, we're encouragingly starting to see improvements across key indicators."

The statistics show CCHL now has 13 females on its leadership teams across the group (versus 42 males), an increase in 2.5% from FY22. Representation on the CCHL boards is even stronger at 17 female and 26 male directors, an improvement of 2.5% from FY22.

"But, we are far from achieving gender balance, and there's still a lot of work to do. Investing in our talented wāhine who have the potential, aspiration, and motivation to become influential leaders within their respective organisations is not just a nice thing to do – it's proven that more gender diverse organisations lift company performance, drive better decision making, productivity and employee engagement."

She said it was clear from feedback that for many participants, the course challenged assumptions and fostered courage so they were returning to their workplaces with strengthened capabilities to lead.

The second cohort of Te Puna Manawa will run from September 2024 and the programme will again be offered to 16 women across the Group. The CCHL Women's network has also recently been launched to inspire, connect, and develop wāhine across the Group. It includes a series of events programmed throughout the year, including panel discussions, an International Women's Day event, online workshops, and a donation drive and working bee for Women's Refuge.

CCHL's gender balance and diversity and inclusion work forms part of its broader impact programme. CCHL's Impact Committee (a sub-committee of the board) is responsible for prioritising and creating opportunities to leverage capability and resources across the Group for the benefit of all subsidiaries to drive outcomes in support of its [non-financial capitals](#).

Other initiatives progressing gender balance, diversity and inclusion objectives include embedding best practice policies and procedures relating to gender balance and inclusion, and measuring and reporting on the gender pay gap across the group – the first of which will be reported in CCHL's FY24 annual report.

