



# What it means to be a Champion

Champions for Change is a group of leading CEOs and Chairs, each with a personal mission to accelerate inclusive and diverse leadership in our workplaces.

Each Champion advocates for greater inclusion and diversity within their own organisation, within their sectors and within the wider public arena where appropriate. In other words, Champions make driving inclusion and diversity core to their leadership.

Though Champions act individually, the group routinely comes together to share challenges, solutions and achievements. Champions are committed to frank and open discussions about practical ways to increase uptake of programmes and policies that advance diversity.

These three unique elements enable Champions for Change to be one of New Zealand's most effective leadership initiatives to drive change:



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## THE POWER OF THE CHAMPIONS FOR CHANGE NETWORK

The intimate nature of the network enables a high degree of trust. The ability to share openly is core to the initiative's success, further supported by:

- Constructive and action-focused conversations at a peer-to-peer level
- Regular events that enable opportunities to learn, connect and grow relationships
- Effective multi-tiered engagement by facilitators Global Women, who work with Champions and their organisations, including key HR, diversity and communication leads



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## INTERNAL MOMENTUM, SUPPORTED BY TANGIBLE COMMITMENTS AND RESOURCE

Each Champion agrees to lead action on commitments that are proven to accelerate diversity in leadership, moving each company from rhetoric to action. Commitments are outlined in an annual work plan, and currently include:

- Mandatory reporting on gender and ethnicity across all management levels
- The Leadership Shadow self-reflection model
- The Panel Pledge for gender and ethnic balance in seminars and on panels



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## EXTERNAL VOICE AND COLLECTIVE LEVERAGE

When the Champions group speaks as one, representing New Zealand's foremost CEOs and Chairs, that collective voice carries significant weight. Armed with the latest research and resources, the Champions for Change group makes statements on employment, policy and management issues such as the following:

- The benefits of diversity to business
- Flexible working
- Representation
- Leadership development
- Inclusive workplace cultures