

# The New Zealand Police Leaders' Guild – Vision and Strategy 2022 - 2025

Te Rōpū Tiaki o ngā Rangatira Pirihimana



The New Zealand  
Police Leaders' Guild  
Te Rōpū Tiaki o ngā Rangatira Pirihimana

## OUR VISION

To be the preferred service organisation for New Zealand Police Leaders



## OUR PURPOSE

To collectively support, enable and grow diverse leaders within New Zealand Police



## OUR CULTURE

The culture we foster in the Guild is:

Member-centred ■ Empowering ■ Leadership ■ Professional ■ Unity



## OUR VALUES

The Guild strongly supports the New Zealand Police Values, and in addition we have our own values that underpin how we operate:

### GUILD



### P.R.I.M.E.D

#### Democracy

We respect the democratic process and provide the support needed to deliver for members

#### Representativeness

We organise and advocate on behalf of our members on Police matters and are accountable to them

#### Solidarity & Unity

We promote solidarity and unity, standing with Police leaders to protect and improve their environments and leadership

#### Professionalism

We take pride in representing Police and making a difference in the communities we serve

#### Respect

We treat everyone with dignity, uphold their individual rights and honour their freedoms

#### Integrity

We are honest and uphold excellent ethical standards

#### Commitment to Māori & The Treaty

We act in good faith of, and respect, the principles of Te Tiriti o Waitangi

#### Empathy

We seek understanding of and consider the experience and perspective of those we serve

#### Valuing Diversity

We recognise the value different perspectives and experiences bring to making us better at what we do

## OUR STRATEGIC PRIORITIES

To achieve our Vision and ensure we deliver on our Purpose, we have identified four strategic priorities to focus on over the next three years:

**1** An organisation of influential and diverse leaders

### OUR GOALS

- » Increase diversity of Guild Membership
- » Define and promote our proposition
- » Promote the value of leadership in Police.

### We are successful when ...

- » The Guild is perceived as influential and effective
- » Overall improvement in membership diversity
- » The Guild is seen as providing opportunities.

**2** Effective representation and advocacy for members

### OUR GOALS

- » To represent and advocate on behalf of our members
- » To ensure Guild members are engaged.

### We are successful when ...

- » Our members report we have provided meaningful and effective advocacy
- » Our engagement surveys are well responded to
- » Our members turn to the Guild for advocacy
- » We are successful in achieving a bargaining outcome that is acceptable to the majority of our members.

**3** Enhanced leadership environment and career pathways

### OUR GOALS

- » Support the professional development of members
- » Influence the environment in which our leaders operate
- » Be seen as a valuable partner that provides expert advice.

### We are successful when ...

- » The Guild's influence is recognised and valued
- » The views of the Guild are actively sought
- » Members have clear development pathways
- » The Guild leads on key issues affecting policing
- » We see more balance in the conditions of service across all demographics.

**4** An effective, respected and sustainable organisation

### OUR GOALS

- » Enhance relationships with the Executive and our members
- » The Guild has effective structures and processes in place to achieve its objectives
- » The Guild is sustainable in the short- and long-term
- » The Guild has a diverse membership base that reflects the community we live and work in.

### We are successful when ...

- » Our vision and purpose is widely known and understood
- » The Guild is a key voice representing Police leaders
- » The Guild has a wide presence and demonstrates influence
- » The Guild's views and contributions are sought after
- » Members are engaged and active
- » Members have a high satisfaction for the service we provide
- » The Guild membership reflects the diversity of the organisation.