

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

Te Rōpū Tiaki o ngā Rangatira Pirihimana



The New Zealand
Police Leaders' Guild
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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.