# **Board Meeting Agenda** (open)



10.00 a.m. Wednesday 26 April 2023

Waihorotiu Room, L4 Te Pokapū Aotea Centre, Auckland

Item	Subject	Action	Trust/Co.	Start Time	Duration		
PUBL	PUBLIC MEETING OPEN						
PROC	EDURAL						
1	Agenda and Apologies	To Note	T&C	10.00 a.m.	5 mins		
2	Register of Directors' Interests and Rolling 12- Month Board Work Programme	To Note	T&C				
3	Public Minutes 29 March 2023, Vicki Salmon	To Approve	T&C				
CE RE	PORT AND PERFORMANCE REPORT						
4	CE Report, Nick Hill  1. Financial Performance Report 2. Current Operational Risks (RC) <sup>1</sup> 3. Health and Safety Report (RC) <sup>2</sup> 4. ICT Infrastructure Project Update (RC) <sup>1</sup>	To Discuss	T&C	10.05 a.m.	55 mins		
APPR	OVAL PAPERS						
5	CRM Customer Strategy, Mandy Kennedy and Shelley Watson	To Approve	T&C	11.00 a.m.	20 mins		
DISCL	JSSION AND NOTING PAPERS						
6	FIFA Women's World Cup 2023 Update, Richard Clarke and Santha Brown	To Note	T&C	11.20 a.m.	40 mins		
PUBL	IC MEETING CLOSED						
Lunch				12.00 p.m.	20 mins		
CONF	IDENTIAL MEETING OPEN						
PROC	EDURAL						
7	Confidential Minutes 29 March 2023 and Action Tracker, Vicki Salmon	To Approve	T&C	12.20 p.m.	5 mins		
SIGNI	FICANT STRATEGIC MATTERS						
8	Operating Model, Nick Hill and Lynn Johnson <sup>3</sup>	To Discuss	T&C	12.25 p.m.	35 mins		
9	Draft SOI Feedback and Governing Body Presentation, Vicki Salmon <sup>4</sup>	To Discuss	T &C				

<sup>&</sup>lt;sup>1</sup> S7(2)(f)(i),(h),(j) LGOIMA 1987

<sup>&</sup>lt;sup>2</sup> S7(2)(a),(d),(f)(i),(h) LGOIMA 1987

<sup>&</sup>lt;sup>3</sup> S7(2)(a),(f)(i),(g),(h),(i) LGOIMA 1987

<sup>&</sup>lt;sup>4</sup> S7(2)(c)(ii),(f)(i),(h),(i) LGOIMA 1987

## **Board Meeting** Agenda (open)



Item	Subject	Action	Trust/Co.	Start Time	Duration	
APPR	OVAL PAPERS					
10	Auckland Art Gallery Toi o Tāmaki Restoration Project Stage 2, Justine White and Paul Tyler <sup>5</sup>		Т	1.00 p.m.	1 hour	
11	Mt Smart Stadium, James Parkinson <sup>5</sup>	To Approve	Т			
12	Q3 Performance Report, James Robinson <sup>6</sup>	To Approve	T&C			
DISCU	JSSION AND NOTING PAPERS					
13	FIFA Women's World Cup 2023, Risk Management and Scenarios, Richard Clarke, Santha Brown and Virginia Terpstra <sup>7</sup>	To Note	T&C	2.00 p.m.	40 mins	
14	Digital Auckland Launch, Shelley Watson <sup>8</sup>	To Note	С			
Refres	shment Break			2.40 p.m.	10 mins	
TRAIN	TRAINING					
15	Māori Competency Training, Dr Jim Mather - Mather Solutions and Helen te Hira	Training	T&C	2.50 p.m.	2 hours	
	Close of Meeting			4.50 p.m.		

<sup>&</sup>lt;sup>5</sup> S7(2)(f)(i),(h),(j) LGOIMA 1987 <sup>6</sup> S7(2)(f)(i) LGOIMA 1987 <sup>7</sup> S7(2)(f)(i),(c)(ii),(d),(f)(ii) LGOIMA 1987 <sup>8</sup> S7(2)(f)(i),(h),(i) LGOIMA 1987

## Board Meeting Agenda (open)



#### **Local Government Official Information and Meetings Act 1987 Section 7(2)**

Subject to sections 6, 8, and 17, this section applies if, and only if, the withholding of the information is necessary to—

- (a) protect the privacy of natural persons, including that of deceased natural persons; or
- (b) protect information where the making available of the information—
  - (i) would disclose a trade secret; or
  - (ii) would be likely unreasonably to prejudice the commercial position of the person who supplied or who is the subject of the information; or
- (ba) in the case only of an application for a resource consent, or water conservation order, or a requirement for a designation or heritage order, under the Resource Management Act 1991, to avoid serious offence to tikanga Maori, or to avoid the disclosure of the location of waahi tapu; or
- (c) protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information—
  - (i) would be likely to prejudice the supply of similar information, or information from the same source, and it is in the public interest that such information should continue to be supplied; or
  - (ii) would be likely otherwise to damage the public interest; or
- (d) avoid prejudice to measures protecting the health or safety of members of the public; or
- (e) avoid prejudice to measures that prevent or mitigate material loss to members of the public; or
- (f) maintain the effective conduct of public affairs through—
  - (i) the free and frank expression of opinions by or between or to members or officers or employees of any local authority, or any persons to whom section 2(5) applies, in the course of their duty; or
  - (ii) the protection of such members, officers, employees, and persons from improper pressure or harassment; or
  - (g) maintain legal professional privilege; or
  - (h) enable any local authority holding the information to carry out, without prejudice or disadvantage, commercial activities; or
  - (i) enable any local authority holding the information to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations); or
  - (j) prevent the disclosure or use of official information for improper gain or improper advantage.



Name	Position	Directorships/Trusteeships	Other Interests	Possible Conflicts
Vicki Salmon	Chair	Coopers Creek Vineyard Ltd (Director and Shareholder)     Salmon and Partners Ltd (Director and Shareholder)		
Jennah Wootten	Deputy Chair	Generate Global (Director and Shareholder)	Aktive – Auckland Sports & Recreation (CEO)	
Alastair Carruthers	Non-Executive Director	Homeland NZ Enterprises Ltd (Director and Shareholder)     Homeland NZ Trading Ltd (Director and Shareholder)     Carruthers Consulting Ltd (Director and Shareholder)     NZ Film Commission (Chair) (from 1 Oct 2022)     Cornwall Park Trust Board (Trustee)     Services Workforce Development Council, Tertiary Education Commission (Council Member)     Auckland Regional Amenities Funding Board (Board Member)     Auckland War Memorial Museum Trust Board (Trustee)		The ARAFB provides operating funding to some entities who occupy and perform in AU facilities. Homeland hosts events for Auckland Convention Bureau and other Auckland Unlimited funded entities from time to time.
Carol Cheng	Non-Executive Director	Teaching Council New Zealand (Governing Council Member) Hong Consulting Limited (Director and Shareholder) CYWE Trustee Limited (Director and Shareholder) Eastland Property Services Limited (Shareholder) Auckland International Airport Limited (Shareholder) Spark New Zealand Limited (Shareholder) Comvita Limited (Shareholder) SkyCity Entertainment Group Limited (Shareholder) Tesla Inc (Shareholder) Microgem International Plc (Shareholder)		
Hinurewa Te Hau (Hinu)	Non-Executive Director	Matar ki Cultural Foundation (Trustee)     Matar ki Global Holdings Limited (Director)     Taamaki Records Limited (Director)     Otamatea Pioneer & Kauri Museum Board (Trustee)     Hawaiki TŪ Foundation (Trustee)     TEC Workforce Development Council Services (Director)	Director Creative Industries/Services Vocational Learning Creative Northland     Chair of WOMEX (World Music Expo) Pan Indigenous Network representing 36 indigenous nations globally	

Jen Rolfe	Non-Executive Director	<ul> <li>Citycare Limited (Director)</li> <li>Rainger &amp; Rolfe (Director)</li> <li>Barbara Andrew Family Trust (Trustee)</li> <li>Thomas Family Trust (Trustee)</li> <li>Thomas Number 2 Family Trust (Trustee)</li> </ul>	New Zealand Marketing Association (Member)	<ul> <li>Prior to Jen Rolfe's appointment to the RFAL Board, Rainger &amp; Rolfe provided some marketing services to RFA.</li> <li>Rainger &amp; Rolfe is providing marketing services to Watercare.</li> <li>Rainger &amp; Rolfe is providing marketing services to Martin Jenkins (occasional Auckland Unlimited consultant).</li> </ul>
Graeme Stephens		<ul> <li>New Zealand Hotel Holdings (Director)</li> <li>Kamari Consulting Limited (Director and Shareholder)</li> <li>SkyCity Entertainment Group (Shareholder))</li> </ul>		
Dan Te Whenua Walker	Non-Executive Director	<ul> <li>Tahu Hikuroa Foundation (Chair)</li> <li>New Zealand Māori Tourism Society (Deputy Chair)</li> <li>School of Indigenous Studies Limited (Director)</li> <li>Whanau Mārama Parenting Limited (Director)</li> <li>Korowai Hikuroa Consulting Limited (Director and Shareholder)</li> <li>Pou Tuarā o Te Rūnanga o Ngāti Ruanui Trust (Shareholder)</li> <li>Ngati Ruanui Tahua Limited (Shareholder)</li> <li>Ngati Ruanui Fishing Limited (Shareholder)</li> <li>Te Topuni Ngarahu General Partner Limited (Shareholder)</li> <li>Ngā Whaotapu (Trustee)</li> <li>Māori Creative Foundation (Trustee)</li> <li>Meremere Marae Charitable Trust (Trustee)</li> <li>Stanmore Bay Primary School (Trustee)</li> <li>Indigenous Growth Limited (Advisory Board Chair)</li> <li>Innovation Programme for Tourism Recovery (Advisory Panel Member)</li> <li>Massey University Executive Education (Advisory Board Member)</li> <li>Digital Advisory Board of MIT (Advisory Board Member)</li> <li>University of Auckland Māori Alumni (Trustee and Chair of Executive Committee)</li> <li>Sarcoma Foundation NZ (Board member)</li> <li>Child Cancer Foundation (Board member)</li> <li>Ronald McDonald House (Board member)</li> <li>Innovation Programme for Tourism Recovery Advisory Panel (Member)</li> <li>Tourism Innovation Hub Development Advisory Group (Member)</li> </ul>		

Month	Shareholder Accountability	Operations & Business Planning	Strategy and Business Focus	Board and Committee Dates
Jan-23	<ul> <li>Letter of Expectation</li> <li>Financial reporting for the ½ Year ended 31 December 2022</li> <li>Recommendation for MOTAT Boards appointments</li> </ul>	CEO Report		<ul> <li>Risk Committee – 19 Jan (½Y Acts)</li> <li>Board Meeting – 25 Jan (½Y Acts)</li> </ul>
Feb-23	Q2 Performance Report     Letter of Expectation	CEO Report     Update on storm and flooding impact	Board Strategy Session – 9 Feb	Destination Committee – 2 Feb     Board Meeting – 22 Feb
Mar-23	<ul> <li>Annual Plan FY24/25</li> <li>Draft 2024 -2027 Statement of Intent</li> <li>Q2 Risk Report to Council</li> </ul>	CEO Report     Board Evaluation     (biennial – next due: 2024)		Risk Committee – 17 March     Capital Projects Committee – 22 March     Board Meeting – 29 March
Apr-23	Q3 Performance Report	CEO Report     FIFA Women's World     Cup 2023 Update	Operating Model	Destination Committee – 17 April     Board Meeting – 26 April
May-23	Q3 Risk Report to Council	CEO Report     Annual insurance renewal     Auditor engagement and fees FY24-26		Māori Engage Committee – 17 May     Risk Committee – 22 May     Board Meeting – 31 May
Jun-23		CEO Report		

Month	Shareholder Accountability	Operations & Business Planning	Strategy and Business Focus	Board and Committee Dates
Jul-23	<ul> <li>Public Board meeting - shareholder feedback on SOI</li> <li>Draft 2023 -2026 SOI</li> <li>Financial reporting for the year ended 30 June 2023</li> <li>Q4 Risk Report to Council</li> <li>Recommendation for MOTAT Boards appointments</li> </ul>	CEO Report		<ul> <li>Capital Projects Committee – 17 July</li> <li>Destination Committee – 20 July</li> <li>Board Meeting – 26 July</li> </ul>
Aug-23	Q4 Performance Report     TAUT Annual Report	CEO Report		Māori Engage Committee – 16 August     Risk Committee – 23 August     Board Meeting – 30 August
Sep-23	TAU Trust Annual Report	CEO Report		<ul> <li>Remuneration Committee – 6 Sep</li> <li>Capital Projects Committee – 20 Sep</li> <li>Board Meeting – 27 Sep</li> </ul>
Oct-23	<ul> <li>Public Board meeting - performance against SOI targets for Year Ended 30 June 2023</li> <li>Q1 Performance Report</li> <li>Q1 Risk Report to Council</li> </ul>	CEO Report		<ul> <li>Destination Committee – 18 Oct</li> <li>Board Meeting – 25 Oct</li> </ul>
Nov-23	TAUL Annual Report	CEO Report		<ul> <li>Risk Committee – 10 Nov</li> <li>Māori Engage Committee – 15 Nov</li> <li>Board Meeting – 29 Nov</li> </ul>
Dec-23		CEO Report		No Board Meeting



## **BOARD MEETING** (open)

HELD ON: Wednesday 29 March 2023 at 10.00 a.m.

AT: Limelight Room, Te Pokapū Aotea Centre, Auckland

PRESENT: Jennah Wootten Acting Chair

Carol Cheng Alastair Carruthers Hinu Te Hau

Graeme Stephens (remote)

Dan Walker

APOLOGIES: Jen Rolfe

ATTENDED: Jenny Solomon Board Intern

Cr Shane Henderson TAU Lead Councillor

Cr Wayne Walker CCO Oversight Committee Chair Sarah Johnson-Smith CCO Governance, Auckland Council

Executive Team Nick Hill Chief Executive. Pam Ford Director

Investment & Industry, Richard Clarke Director Arts, Entertainment & Events, Helen Te Hira Director Māori Outcomes, Mandy Kennedy Chief Digital Officer, Lynn Johnson Chief People Officer, Justine White

Chief Financial & Corporate Services Officer

James Parkinson Director, Auckland Stadiums

Cameron George NZ Warriors
Dave Curran NZ Warriors

James Robinson Head of Strategy & Planning Melanya Burrows External Relations Manager

Tim Kingsley-Smith Company Secretary & Legal Counsel

The Board, Councillors Henderson and Walker, the Executive Team, Sarah Johnson-Smith, and Tim Kingsley-Smith joined the meeting.

#### 1. AGENDA AND APOLOGIES

The Chair noted the apology of Jen Rolfe.

The Board noted that further to the direction of the Board at the 30 November 2022 Board meeting, the Capital Projects Committee discussed the appointment of a new Committee chair at its recent meeting and recommended that Alastair Carruthers be appointed to the role.

The Board approved the appointment of Alastair Carruthers as chair of the Capital Projects Committee.

The Board **approved** the appointment of Jen Rolfe as the second Tātaki Auckland Unlimited (TAU) Board representative on the Single Operator Stadiums Auckland (SOSA) Project.

#### 2. REGISTER OF DIRECTORS' INTERESTS & ROLLING 12-MONTH BOARD WORK PROGRAMME

The Board **noted** the Interests Register and 12-Month Board Work Programme.

#### 3. PUBLIC MINUTES 22 FEBRUARY 2023

The Board approved the 22 February 2023 Public Minutes as an accurate record of the meeting.



#### 4. CE REPORT

Nick Hill spoke to the paper.

Weather Events Damage - Western Springs Stadium

- Management updated the Board on the damage caused by the weather events earlier this year.
   As previously discussed at the Board, the damage suffered at Western Springs Stadium was broad and extensive.
- Management noted that it is working with the two long term Western Springs Stadium tenants, Western Springs Speedway and Ponsonby Rugby Club and continuing to deepen its understanding of the damage and potential remediation options. The precinct is a rain catchment area with a natural waterway through it so all planned remediation and future development will need to be cognisant of the need for weather resiliency.
- Councillor Henderson noted that he supports adopting a precinct-wide perspective that includes all stakeholders and following a "dig once" approach. Councillor Watson noted that currently there is no adequate Auckland stadium strategy and more analysis of the gaps in Auckland's stadium network is required.

Weather Events Damage - Other TAU Venues

- Management noted that most of the damage to the Aotea Centre has now been repaired.
   However, the two pianos in the Town Hall basement remain in situ as the Town Hall service lift is still awaiting repair. Damage at all other TAU sites is now negligible.
- The Board commended the TAU team and in particular, the Property, Security, Zoo, Stadiums and Art Gallery teams who reacted quickly and professionally to the unprecedented weather events. Staff across TAU have been focussed on remediating the weather-related damage as well as continuing BAU activities during the events and summer visitation 'high' season.
- Management noted that TAU and the Council Group are likely facing a significant increase in insurance costs next year. TAU and the Council Group are now working closely together to look at the options to mitigate this risk.

#### Events and Attendance

- Management noted that event attendance across the sector continues to be inconsistent. The recent Harry Styles concert and NZ Warriors games were well attended and venues like Auckland Zoo, NZMM and the Art Gallery continue to be ahead of attendance forecasts. However, attendance at Super Rugby games and the recent Auckland Arts Festival are down on previous seasons. Factors driving the patchy attendance could be the cost-of-living increases having a more pronounced impact and the large number of events currently on splitting demand.
- The Board noted that TAU's innovative approach to the Harry Styles concert including utilising social media, live-streaming content, and providing entertainment and information to those audience members who arrived early, was world-leading and extremely well received by the concertgoers, stakeholders, and the promoter.
- The Board noted that it was very pleasing to see the successful return of the Pasifika Festival and the highly acclaimed recent Te Matatini event.

#### **Shared Services**

Management noted that in response to the Letter of Expectation TAU is continuing to work
closely with Council on expanding TAU's use of Council shared services to improve efficiency.
Currently the work is focussed on ICT (to be discussed later in the meeting) and People and
Culture will be the next area of focus.



- Management noted that while TAU acknowledges the potential efficiency gains of making greater use of Council shared services, and agrees with the direction of travel, it also cognisant of several risks including:
  - Ensuring that the point at which Council services start and TAU services finish is correct and well understood;
  - TAU and Council having significantly different requirements in some areas; and
  - The negative operational impact of potentially making changes to the People and Culture function at a time when TAU is going through a restructuring process.
- The Board noted that it is important for TAU to have clarity on the integrated shared services
  model and there should be KPI's or other measures associated with shared services in order
  to help the Board discharge its duties in relation to monitoring and mitigating strategic and highlevel operational risks such as cybersecurity risk.
- Councillor Walker noted that there will be some areas, such as communications and marketing, where the needs of TAU are different to those of Council. For instance, TAU's communications and marketing activities are focussed on generating revenue in a competitive commercial environment, whereas Council's focus is on communicating with the community. In these cases, the shared services model may need to be adapted to recognise the differences. Broadly speaking, process should never get in the way of outcomes.

Single Operator Stadiums Auckland

The Chair updated the Board on the recent SOSA IAG meeting. It was an excellent hui that
was constructive and collaborative. TAU and the Eden Park Trust Board representatives have
agreed on some key principles and a pathway forward.

#### Statement of Intent

S(2)(f)(i),(h),(j) LGOIMA 1987

- Management noted that TAU continues to work through the options for achieving the prescribed Letter of Expectation savings and the impact on the TAU activities and services.
- Councillor Walker noted that Councillors may not have all the required information at this point and that he shared the Board's concern regarding TAU potentially having to make budget moves ahead of the Governing Body fully understanding the potential consequences.
- Councillor Henderson noted that Councillors should keep an open mind at this point and not
  pre-empt the public consultation process, however, he personally is passionate about economic
  development activities and its benefits. There are plenty of examples of Council and TAU
  economic development activities that have produced great results for Auckland.
- The Board noted that TAU's screen activities are an example of TAU providing high quality services that are essential to the industry. A lot of the work in the sector in Auckland is built on TAU's relationships and trust with industry stakeholders, TAU facilitating engagement with mana whenua, and TAU ably performing the required regulatory consenting functions.

The Board noted the CE Report.

The Chair closed the TAU open Board meeting at 11.03 a.m. The Executive Team and Sarah Johnson-Smith left the meeting.

The Chair opened the confidential meeting at 11.05 a.m. Richard Jarrett, Nick Hill, Mandy Kennedy and Justine White joined the meeting.



#### 5. ICT INFRASTRUCTURE PROJECT UPDATE

Mandy Kennedy and Richard Jarrett spoke to the paper.

- Richard Jarrett updated the Board on the ICT infrastructure project and noted that the team
  responded well to resolve a recent "priority 1" incident at Auckland Zoo where a power failure
  caused a cascade of issues that impacted the EFTPOS system.
- Richard Jarrett noted that the value drop to provide full organisation internet access at Auckland
  Zoo has now been completed although the Ungerboeck integration value drop has had to be
  paused while the team reviews the rules. This pause will cause the integration to be delayed.

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S(2)(c)(ii),(f)(i),(h),(j) LGOIMA 1987	Richard Jarrett noted that the Council and TAU teams have agreed that that financial benefits of the programme need to be recorded where the costs, and cost savings, occur.
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S(2)(c)(ii),(f)(i),(h),(j) LGOIMA 1987	
•	The Board noted that it sees significant risk associated with TAU moving quickly on shared services at a time that it is going through its own restructuring process pursuant to the Letter of Expectation. This is particularly true regarding the People and Culture area which is the essential business function when an organisation is going through a change process.
• S(2)(c)(ii),(f)(i) LGOIMA 1987	Richard Jarrett acknowledged the point

The Board noted the ICT Infrastructure Project Update.

Richard Jarrett, Mandy Kennedy, and Councillors Henderson and Watson left the meeting. James Parkinson, Cameron George, and Dave Curran joined the meeting.

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James Parkinson, Cameron George, and Dave Curran left the meeting.

#### 7. CONFIDENTIAL MINTUES 22 FEBRUARY 2023 AND ACTION TRACKER

Subject to one minor amendment to the wording of Item 8 bullet point 3, the Board **approved** the 22 February 2023 confidential minutes as an accurate record of the meeting.

The Board requested that the Risk Committee recommended Board training be added as an action to the Board Action Tracker. (ACTION POINT)

James Robinson and Melanya Burrows joined the meeting.

#### 8. STATEMENT OF INTENT

Nick Hill spoke to the paper.

- Management noted that TAU has sought and received a small extension to submit its draft Statement of Intent (SOI) to Council.
- The Board directed Management to amend the draft SOI so that the \$27.5m of savings noted
  in the Letter of Expectation is made during the year beginning 1 July 2023. The balance of
  savings sought from TAU will be addressed in due course but will not be included in the SOI at
  this point pending completion of the public consultation process on the Mayor's Proposal.
- The Board noted that if TAU proceeded with actions to make all the requested savings at this
  time, irrevocable damage would be done to parts of the business (primarily in the economic
  development area), that could not be undone should the final savings figure be less than the
  currently requested savings.
- The Board noted that it will make the confirmed savings that Council directs it to but is keen to
  avoid taking irreversible actions with significant consequences, particularly at a time when the
  public consultation process has not been completed and Councillors may not be fully aware of
  all of the consequences of those actions.
- The Chair requested that Directors provide any further feedback on the draft SOI directly to Management. Management noted that it will prepare a new draft SOI incorporating the Board's directions (and any further feedback received), and will then circulate it to the Board for approval.

The Board noted that Management will circulate a new draft SOI to the Board for approval shortly.

James Robinson and Melanya Burrows left the meeting.

#### 9. DRAFT TAU CRD PROFORMA REPORT

Nick Hill spoke to the paper.

- The Chair of the Risk Committee noted that the draft CRD Proforma Report was discussed at the recent Risk Committee meeting. The Committee provided feedback to the team who have incorporated the feedback in the draft Report before the Board. The Committee recommended that the Board approve the proposed CRD Proforma Report resolutions.
- The Board noted that TAU's monitoring and reporting of its climate-related financial disclosures is important not only given Council and TAU's climate change policies, but also because Council raises funding via the issuance of 'green bonds'. Management and the Risk and Capital



S(2)(f)(i),(h),(j) LGOIMA 1987

Projects Committees plan to work closely together to understand TAU's capital drawdown and potential compliance obligations associated with its green bond obligations.

 The Board requested that Management prepare an information summary for the Board as prereading ahead of the upcoming TFCD training at the 31 May Board meeting. (ACTION POINT)

The Board:

- 1. **Approved** the proforma sign-off process; and
- 2. **Approved** the draft proforma.

Shelley Watson and Mandy Kennedy joined the meeting.

#### 10. CRM AND DIRECT MARKETING EXTENSION PROJECT

Shelley Watson and Mandy Kennedy spoke to the paper.

so the organisation can see what conversations are going on and what is being said.
1.
2.

Management noted that the project is about forming a central repository for TAU interactions

Shelley Watson and Mandy Kennedy left the meeting.

#### 11. Q2 RISK REPORT TO AUCKLAND COUNCIL

The Board **approved** the TAU Q2 2023 Risk Dashboard to the Auckland Council Audit and Risk Committee

#### 12. DIGITIAL AUCKLAND UPDATE

The Board **noted** that due to time constraints, this Item will be postponed until the April Board meeting.

#### 13. MĀORI COMPETENCY TRAINING

The Board undertook a Māori Competency training course.

The meeting ended at 3.48 p.m.

Confirmed as a true and correct record of the meeting of 29 March 2023:

Malmon		
V	4/05/2023	
Chair	Date	



## **Chief Executive Report**

Report to the Board of Tātaki Auckland Unlimited - 26 April 2023

#### 1. Introduction

- It is now less than 100 days to the start of FIFAWWC. The leadup to the event is a high risk time for FIFA, Eden Park and TAU as the lead agency for the delivery of the Host City Agreement obligations. A status update will be provided at the Board meeting.
- The Government's announcement that it will explore making a New Zealand bid for the 2034 Commonwealth Games

  step. The Commonwealth Games Federation (CGF), which owns the event, has made important changes that allow the host a lot of discretion over the mix of events on the

  programme and in the way the Games are delivered. These changes allow the host to tailor the event much more towards meeting the host's goals (benefit mix) and cost constraints.

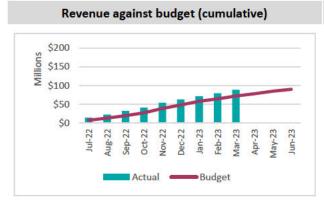
  Tātaki is planning to lead the development of the Auckland component of the bid.

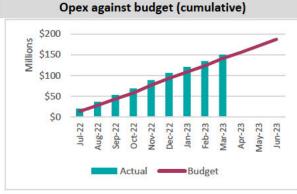
Beyond delivering an exciting sporting event, it offers an opportunity to programme arts & cultural events, reinforce place-brand, and boost the visitor economy. It would also provide
a target date to ensure key City infrastructure projects are complete and the City is in shape to be an outstanding host. Previous scoping studies provide some guidance on likely cost

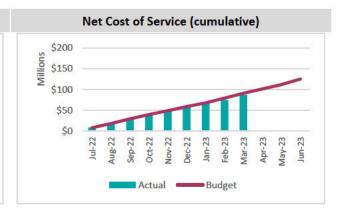
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- The announcement that the Australian Football League will issue a license for an Auckland franchise to join the league is an exciting development. We are working with the AFL as they scope a new franchise "from the ground up", which will broaden and deepen the professional sporting event calendar.
- Three important milestones are coming up shortly: formal recommissioning of the Viaduct Events Centre on Thursday 27th; the release of the Southern Corridor Economic Master
  Plan at the Cordis with key stakeholders on Friday 28th; and the public launch of the Digital Auckland platform in mid-May.
- On Wednesday this week the Zoo experienced a serious breach of security when a patron entered the Rhino enclosure. The situation was resolved by Zoo staff before the police
  arrived and arrested the patron. There was no harm to any person or animal. The event was widely publicised through media. The breach is a serious matter and an urgent review is
  underway to establish what happened, how effective our infrastructure, policies and systems were, and what we can learn from the incident.
- This remains an uncertain and challenging time for staff as the Council budget and TAU's response remain to be confirmed. We are preparing to announce a change proposal by the
  end of May.

#### 2. Finance update









### 3. Strategic Plan implementation

#### **Experiences and Events**

#### **Auckland Live Major Events Auckland Conventions & Business Events** . The Auckland Boat Show returned in March for the Auckland Arts Festival concluded its season in March **Auckland Conventions** first time since 2019, drawing a forecast 12,000 with more than 60,000 attendances. • On track to reopen Viaduct Events Centre at the end of attendees to Auckland's waterfront. The Performing Arts Network of New Zealand in April with a blessing supported by Ngāti Whātua Ōrākei. Synthony in the Domain was postponed by a day due partnership with Auckland Live hosted the PANNZ Art Working on 117 events for FY24, representing 50% of the to weather conditions but went ahead on 2 April, with Market 2023 - an event for artists, producers, average events prior to hand over to Emirates Team NZ. approximately 20,000 attendees. presenters and industry leaders from across the More than 1200 people from 33 countries attended the NZ Rugby released an RFP for World Rugby XV, a performing arts sector. World Avocado Conference at Aotea Centre. tournament featuring the top three Six Nations teams Auckland Live launched its new initiative Presenter and top three PAC4. **Auckland Convention Bureau** Training Programme Aotearoa, a series of targeted Notable bids submitted: industry sessions for venue leaders within performing arts. This is partnership programme with Performing Arts Centre's Association Australia. Notable Business Events secured: Ocean Festival 2024 planning in progress. S(7)(f)(i),(h),(i) LGOIMA 1987 S(7)(f)(i),(h),(i) LGOIMA 1987 Activity update · April Australian famil achieved a net promoter score of 87.5% when asked how likely participants were to recommend Auckland as a business events destination. S(7)(f)(i),(h),(i) LGOIMA 1987 City wide Events Calendar FIFA Women's World Cup 2023 Note there will be a separate FIFA Women's World Cup (FIFA WWC) 2023 Board update Platform on track for launch with Digital Auckland. provided at the April meeting.



#### **KPI RESULTS**

#### Ticketed attendance Auckland Live (cumulative)



NPS for TAU audiences and participants Auckland Live



Number of events ALAC



700.000 600,000 500,000 400,000 300,000 200,000 100,000 ■ Ticketed attendance ■ SOI Target

50.0 40.0 30.0 20.0 10.0 Sep-22 Oct-22 Nov-22 Dec-22 Jan-23 Feb-23 Score ——YTD Average ——Target

1000 800 600 Actual Target

\$3,000,000 \$2,500,000 \$2,000,000 \$1,500,000 \$1,000,000 \$500,000 -\$500,000 -\$1,000,000 Target

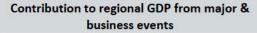
Financial ALAC EBITDA

Ticketed attendance is tracking 3% below target

Apart from the first month of the FY, the YTD NPS score has been tracking above target

**6** 

Tracking on target

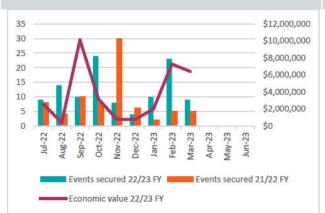




Achieved - Q3 results are based on the evaluation of 30 out of 44 events supported by TAU Results exclude business events' contribution which is measured

once at the end of the FY

### **Business events secured**



Auckland Convention Bureau helped to secure 9 new business events in March, with an estimated \$6.4m of future economic benefit to the region

#### Business events - new opportunities supported



Auckland Convention Bureau generated 41 new business events opportunities for Auckland in March with a forecast total estimated impact value (if successfully secured for Auckland) of more than \$18.3m, generating 32,795 visitor nights from a total of 20,719 attendees





#### **Taonga and Places**

#### **Auckland Zoo**

- **Visitation** was **a new March record** with 75,148 visits made to the Zoo during the month. YTD visitation is 624,124, 10.6% ahead of target.
- As part of a partnership worth almost \$500,000, the Zoo delivered three special events
  to celebrate Barfoot & Thompson's centenary with more than 4000 B&T employees and
  whānau visiting after the Zoo's normal opening hours.
- Paid parking was introduced to the Zoo's two car parks and MOTAT's aviation museum
  car park as part of TAU's Western Springs Accessibility project in early March. Despite
  some initial push back on social media, the change has generally been well received and
  the comms and mitigation strategy developed collaboratively with the Marcomms —
  including a planned reduction in membership fees to compensate frequent visitors has
  been successful.

#### Auckland Art Gallery Toi o Tāmaki

- Year to date total visitation is 368,000 visitors; +20% above the gallery's internal visitation goals.
- Light from Tate; 1700 to now, has attracted 11,665 visitors and projected total visitation is 41,317.

Kia Whakahou, Kia Whakaora is tracking on schedule. Graham Tipene's commissioned artwork for the scaffold wrap will be installed in the next month.

 Brent Harris: The other side will be installed during April in the Chartwell Galleries and opens on 5 May.

 Procurement for the delivery of Kaupapa Māori Delivery Pilot has commenced, and project scope finalised.

 Wesfarmers Indigenous Arts Leadership Forum to be delivered in Auckland in August 2023.

S(7)(f)(i),(h),(i) LGOIMA 1987

#### **NZ Maritime Museum**

- The World of Cultures Festival gave the museum an opportunity to reach out to the
  region's Kiribati community. For two days, the museum welcomed master artists,
  storytellers, performers and descendants one day to spend with staff, and one open
  day for the public. This was the highlight of the month with happy and painful memories
  being shared and real connections made between museum staff, visitors and the Kiribati
  community.
- A wayfinding project to improve visitor experience was completed in March. This
  included increasing access to all visitors through introducing bilingual signs with Te Reo
  Māori, braille on many signs and responding to feedback from Be.Lab.
- Took delivery as kaitiaki of the Ministry of Education created resource, Tuia Mātauranga Education Hub, which came from the Tuia 250 event in 2019. This resource will be utilised within Educational and Public programming and made available for other waka whānau to continue using with their bi-annual waka Hau Kōmaru festivals or other events.

S(7)(f)(i),(h),(i) LGOIMA 1987

#### **Auckland Stadiums**

- March was a particularly busy month with Auckland Stadiums hosting 60 event days with 134,892 attendees including 93,144 ticketed attendees.
- Ticketed events included Lorde, Harry Styles, My Chemical Romance, two rounds of Super Rugby Aupiki, two rounds of Super Rugby Pacific, UKF Festival, All Whites v China, and the Warriors' first home game of the season at Mt Smart.
- Ponsonby Rugby Club will operate out of Cox's Bay Reserve as their home ground for the 2023 rugby season with Western Springs being unavailable. This arrangement has been made possible through significant work by staff from both TAU and Council.

S(7)(f)(i),(h),(i) LGOIMA 1987

#### Single Operator Stadiums Auckland (SOSA)

#### **Western Springs Precinct**

S(7)(f)(i) LGOIMA 1987



• Council commitment to SOSA confirmed in Letter of Expectation.  S(7)(f)(i),(h),(i) LGOIMA 1987	Council commitment to closer integration of cultural institutions confirmed in Letter of Expectation.  S(7)(f)(i),(i) LGOIMA 1987
Aotea Creative Quarter	Auckland Film Studios Sale
S(7)(f)(i) LGOIMA 1987	S(7)(f)(i),(h),(i) LGOIMA 1987



#### **KPI RESULTS**

#### Auckland Zoo ticketed attendance (cumulative)



140,000

120,000

100,000

80,000

60,000

40,000

20,000

#### **Auckland Art Gallery ticketed** attendance (cumulative)



#### NZ Maritime Museum ticketed attendance (cumulative)

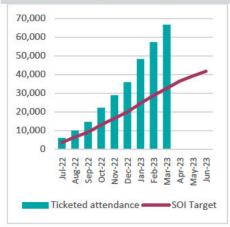


#### **Auckland Stadiums ticketed** attendance (cumulative)





The Gallery's attendance has been tracking 16% above target



The Museum's attendance has been tracking well above target - at 104% above target at the end of March

NZ Maritime Museum NPS

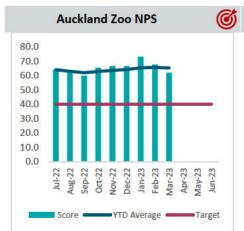


Stadium attendance had been tracking above target in the first few months of the FY, but it dropped below target in the first three months of 2023, mostly due to cancelled events and stadium closures due to severe weather

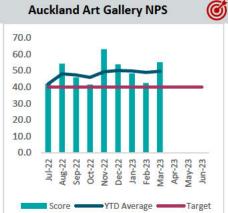
**Auckland Stadiums NPS** 

The Zoo's attendance has been tracking 35% above target. High visitation is associated with the South East Asia Jungle Track project completion and centenary celebrations

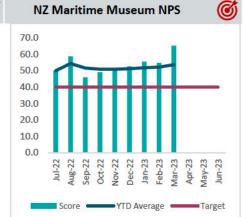
Ticketed attendance SOI Target



The Zoo's NPS score has been tracking consistently above target



The Gallery's NPS score has been tracking consistently above target



The Museum's NPS score has been tracking consistently above target





Target

Other performance metrics such as event satisfaction and event NPS are relatively high. Positively, Auckland Stadiums NPS has improved during Q3, up from -26.8 in January to +3.5 by the end of March



## **Future Economy**

Visitor Economy	Tech & Innovation				
<ul> <li>A 12-week Sustainability Capability Programme was launched on 28 March in conjunction with Tourism Industry Aotearoa. The first group of 16 operators from both Waiheke and Aotea Great Barrier attended workshops to advance their sustainability capability.</li> <li>Auckland Is Calling Australian Roadshow took place 23 February-2 March with nine Auckland operators introducing and educating Australian sellers across Gold Coast, Brisbane, Sydney and Melbourne.</li> <li>Participated in the RTNZ's annual Inbound Trade event on 21 and 22 March. Met with more than 40 inbound tour companies, and shared details about the latest activities, accommodation options, and restaurants in Auckland.</li> <li>In partnership with Destination Queenstown and with support from Auckland International Airport, TAU ran a USA Roadshow from 30 March to 7 April, with 17 operators meeting with key travel sellers in New York, Chicago, Dallas, San Francisco and Los Angeles.</li> </ul>	<ul> <li>The team hosted famils with leading innovation accelerator Plug and Play (Korea), Stone and Chalk (the largest entrepreneurship hub in Australia), Canadian tech entrepreneur Kamal Dhanoa and the latest cohort of Edmund Hillary Fellows.</li> <li>The Tech Tāmaki Makaurau team secured Fisher &amp; Paykel Healthcare, Metia Interactive, MACSO, ZeroJet, and a range of tech migrants who will be featured in an upcoming international talent attraction campaign.</li> <li>Final preparation for Techweek23 (13-20 May) is underway. It will celebrate the best of Auckland's tech and innovation. The flagship event for GridAKL is Indie Game showcase (20 May) bringing together a mix of established and up-and-coming game developers who showcase their games to the public.</li> <li>1210 GridAKL community members working in the Wynyard Qtr campus, 136 in the Reserve/Glen Innes online group 'Estblshd', and 82 entrepreneurs signed up to the TUKUA business development programmes with GridMNK in Manukau.</li> </ul>				
Screen & Creative	APTR Funding Gap				
<ul> <li>Unitary Plan Sites &amp; Places of Significance to Mana Whenua, and filming: Iwi and industry consultation on proposed change to Unitary Plan has begun.</li> <li>Creative Commercial Essentials training module, the most sought after action from industry from Create Auckland 2030, goes live on 17 April. Pilot funded by TAU to launch this scheme, delivery by The Big Idea.</li> </ul>	<ul> <li>Planning for alternative funding for tourism and events attraction continues. TAU is working with Regional Tourism NZ to scope a national solution for funding where Auckland could potentially be the pilot city.</li> <li>Work on an interim solution is ongoing – to be in place from 1 July while the long-term solution is formed.</li> <li>Ongoing discussions with industry and government.</li> </ul>				
<ul> <li>Team hosted a US studio exec famil in late March, connecting 5 execs with industry partners, locations and infrastructure visits and manaakitanga.</li> <li>Represented Auckland's creative industries at Parliament for the presentation of the long-term insights briefing to the Social Services and Community Committee and the launch of Oxford Economics' impact analysis of Netflix' Sweet Tooth S1 (based in Auckland, it had \$66m GDP, 1,180 jobs and 950 businesses) in 2020.</li> </ul>	S(7)(f)(i),(h),(i) LGOIMA 1987				

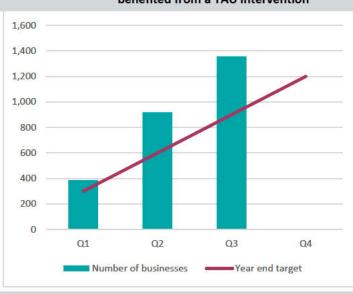
#### **KPI RESULTS**

#### Number of businesses that have been through a TAU programme or benefited from a TAU intervention

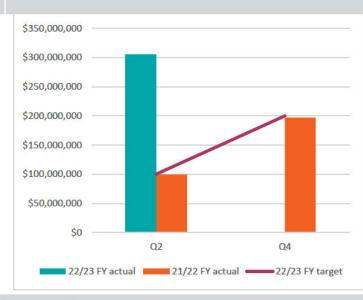


#### Attributable value of private sector investment secured during the year





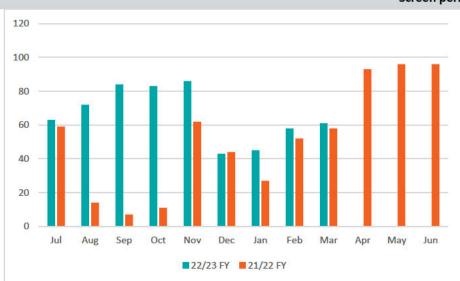
Results reported quarterly The SOI target was achieved, based on draft results for Q3



Results reported sixmonthly

Reached the endyear target, based
on draft result
including eight
screen deals

#### Screen permits processed



There was an increase in screen permits processed in March
This year's permit numbers are tracking above last year's

#### **Brand and Reputation**

#### Visitor

#### **Media famils**

- March media famils generated coverage in Forbes magazine which has 72.1 million monthly online visitors.
- Developed itineraries for nine travel journalists from North America and Australia. Publications they write for include Forbes, Travel & Leisure, Elle Gourmet Canada, Time Out Chicago, Sydney Morning Herald and Melbourne Age.

#### Australia

 Funded by the visitor economy through the Visit Auckland Partnership Programme, a campaign to promote Auckland to Australians in VIC, NSW and QLD goes live in mid-April.

#### Domestic

TAU-led regional component of TNZ's Urban
 Discovery campaign live until 30 April targeting
 Northland, Waikato and BOP promoting
 hospitality and other experiences.

S(7)(f)(i),(h),(i) LGOIMA 1987

#### **Events**

#### **Major events**

- Marketing planning for this year's Elemental AKL continues.
- Digital advertising for the Pasifika Festival reached 200,000+ consumers. The event was actively promoted via a new Pasifika Festival Facebook page, and via Tik Tok, reaching 1.1k followers on Facebook.
- The announcement that Auckland will host the New Zealand leg of global SailGP resulted in 503 pieces of media coverage delivering a reach of 125 million and EAV of US\$12.5m. Key highlights included Bernie Wilson's AP write up, which was syndicated in 98 global publications, including the <u>Washington</u> <u>Post</u> (53.2m reach).

#### **Business events**

 ACB's new digital content strategy saw strong results from social and EDM with LinkedIn followers up 80% and engagement up 170% MOM.

#### **Auckland Live**

 Delivered 4 Auckland Live marketing campaigns including The Worm and Morning Melodies.

#### **Cultural Organisations**

#### Auckland Art Gallery

 The Chartwell and Light from Tate campaigns continued in market.

#### **Auckland Zoo**

- Working in collaboration with ICT, the Zoo updated the UI for ticketing flow online to improve online international ticket sales and customer experience.
- An April school holiday multi-channel campaign was delivered to launch in market 1 April. The campaign leverages photo opportunities at the Zoo with one lucky visitor winning a 100-year pass to celebrate the Zoo's centenary.

#### Maritime Museum

- The Summer Campaign wrapped up over the first week of March. Final output included digital ads on NZ Herald and Spinoff websites.
- NZMM trialled digital screen ads on all Fullers ferries advertising Captains, Collectors, Friends & Adventurers in the first two weeks of March.

#### Auckland brand and reputation

- Education New Zealand-funded student attraction content shoot completed.
- Tourism and ACB trade videos completed.

#### LGOIMA requests

S(7)(f)(i) LGOIMA 1987

#### Investment and Industry

- Climate Connect Aotearoa: The local energy sharing challenge has launched and a 'potential partners' event was held. A white paper has been commissioned on SME process heat decarbonisation in Auckland.
- Screen Auckland: Famil with 5 top LA studio executives and cohosted industry breakfast; 25 media syndicates picked up the M3GAN story.
- Tech Economy: Industry Tech Event for TIN report 27 April with TAU Insights report; supported another fully subscribed and successfully delivered 'Migrants in Tech' Auckland hui.
- Creative industries: Draft marketing plan completed for Henderson Creative Quarter.
- Investment: MFAT report completed; support for Southern Corridor Stakeholder Event 28 April; Discover Auckland LinkedIn campaign completed.

#### **Digital Auckland**

Refer to Appendix 2 for further details

- AKQA hand over platform 18 April for testing, we will then move from UAT to Production
- Major events template build underway prioritising feature set required for Elemental AKL and the FIFA WWC.
- Tourism NZ, Restaurant Hub and City-wide calendar API's in testing.
- Security testing completed.
- Privacy assessment underway.



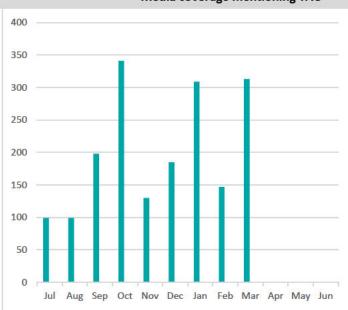
#### **KPI RESULTS Auckland Brand Home visits** Download of brand assets Increased use by 16,000 2,000 kaimahi and the tourism industry 1,800 14,000 1,600 12,000 1,400 10,000 1,200 8,000 1,000 800 6,000 600 4,000 400 2,000 200



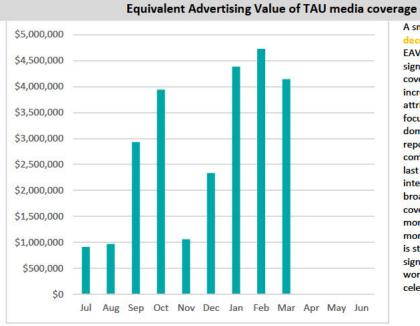
#### Media coverage mentioning TAU

Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun

■22/23 FY ■21/22 FY



This month's 113% increase (more than double in mentions) is due to coverage of multiple events – Auckland Arts Festival, Te Matatini, and Pasifika (20% of overall coverage). Media on the budget consultation also increased mentions.



Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun

■22/23 FY ■21/22 FY

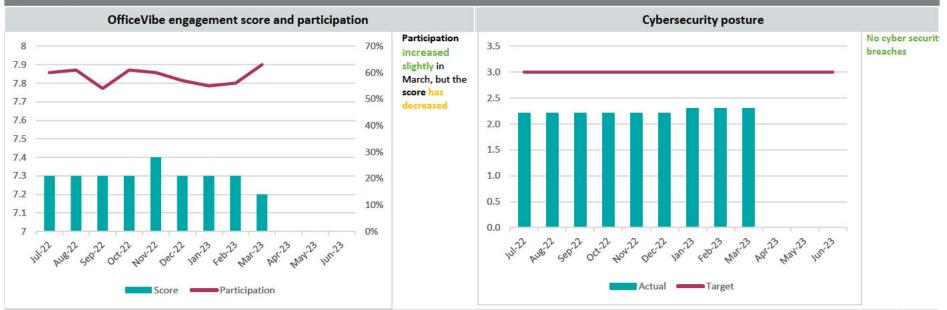
A small 13% decrease in EAV despite a significant coverage increase is attributed to a focus on domestic reporting, compared to last month's international broadcast coverage. A monthly EAV of more than \$4m is still significant & worthy of celebration.

## **Organisation and Social Enterprise**

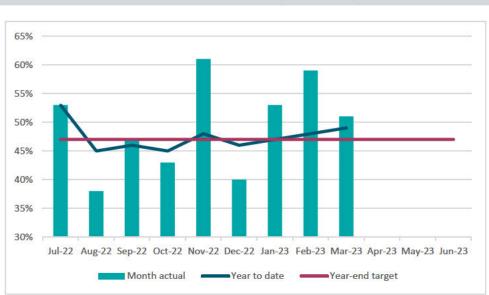
Culture and Values	ICT Enhancement
Communication of the TAU purpose and values is on hold pending clarity on annual planning processes.  S(7)(f)(i),(i) LGOIMA 1987	<ul> <li>The Enterprise data and integration platforms will go live into production in line with the City Wide Calendar and Digital Auckland Hub timelines.</li> <li>Selection of a delivery partner for the Enterprise CRM is almost complete which will enable the project to kick off in May, focusing on the foundation and B2C customers.</li> <li>SAP migration for NZMM and integration with Ungerboek scoping in progress to provide a simplified finance system across TAU.</li> </ul>
Commercial Revenue & Partnership Strategy	Project Whanake
<ul> <li>Sponsorship asset register due to be received by end of April which will identify potential value of additional revenue streams through a TAU wide fit-for-purpose sponsorship approach.</li> <li>Further Philanthropic grant funding channels eligibility analysis underway.         Understanding of process to move activities to Trust side of business underway, along with if any adjustments to Trust deed are required through the movement of activities. Resourcing levels identified and approved to apply for and manage grant contracts. Implementation on track for 1 July.     </li> <li>Commercialising media assets discovery project: Stakeholder interviews and site visits complete. Phase 1, discovery to be completed and board paper to be presented in April. Status report attached.</li> <li>Key food &amp; beverage revenue implementation activities to achieve uplift of benefits underway and on track for majority of the work to be delivered by 1 July. Ongoing BAU activity will complete the activities for further uplift. Analysis of contractor/supplier contracts complete and procurement for catering partner(s) at the Gallery and Auckland Live about to commence.</li> <li>Increased venue use workstreams set up and activities underway – additional sales and event delivery roles to support sales uplift approved, yield management review and updating commenced, engagement with internal stakeholders underway. Use of a single event booking and management system and streamlined planning and delivery of events through the use of a standard event management process well received by the business so far.</li> </ul>	S(7)(f)(i),(h),(i) LGOIMA 1987







% expenses through non-rates revenue



Year to date expenses through non-rates revenue were on track at the end of March



#### **Māori Outcomes**

#### Kia ora te Rangatahi | Realising Rangatahi Potential

 TAU had to reprioritise investment, and an earlier planned youth employment-employer initiative with \$30,000 investment will not occur. The resource will be redirected to support Māori Outcomes for the FIFA WWC.

## Kia ora te Whānau | Whānau and Tamariki wellbeing

Several proposals for events with Māori Outcomes aligned to supporting whānau and Tamāriki wellbeing. This year's Winterlights Festival in Takapuna has received support for whānau focussed events sharing pūrākau — cultural narratives as a result.

#### Kia ora te Ahurea | Māori Identity and Culture

- A small delegation of Screen Auckland Staff and Mana Whenua representative attended the Māoriland Film Festival in Otaki 15–19 March. This is part of the engagement for developing a region wide indigenous film protocol for Tāmaki Makaurau. A formal debrief identified key learnings and opportunities for advancing relationships and investment.
- Te Matatini Festival took place 22-25 February at Ngā Ana Wai Eden Park and has been hailed as the most successful ever held. This initiative is now in closure phase, with the final deliverables from Te Matatini Society due 20 April. This includes event KPIs, research and evaluation outcomes. Report to MOSG funder will be finalised in May.

#### Kia ora te Umanga | Māori Business, Tourism and Employment

 We are investigating a working relationship with Whāriki to invest and leverage Māori outcomes for pakihi Māori arising from the FIFA Women's World Cup 2023.

> S(7)(f)(i),(i) LGOIMA 1987

- A meeting of the Kia ora Tāmaki Makaurau Delivery Board takes place mid-April to discuss the impacts of the Mayoral budget cuts from a Māori outcomes perspective.
- The unit expects to receive the economic impact Report for Te
   Matatini 2023 towards the end of April and will be able to share
   curated survey results in May.

#### Kia ora te Reo | Te Reo Māori

- Tātaki continues to promote and support
   Te Reo through sponsorship of events
   with bilingual content and programming.
- Te Reo translation services continue to be in demand and met through supplier arrangements.

#### Kia ora te Taiao | Kaitiakitanga

TAU has partnered with several Mana
Whenua to support photo shoots and
collection of images highlighting work
undertaken as kaitiaki that can be used as
collateral for their work and shared as part
of promoting our region of Wairuatanga
focus.

#### Kia ora te Hononga | Effective Māori Participation

 Te Kawerau ā Maki has signalled an interest in developing a draft relationship agreement, prompted by the fledgling Henderson Quarter Precinct Plan. This will be a milestone agreement consistent with the TAU Board's 2022 decision to foster and seek out relationships with Mana Whenua (and Mātāwaka).

#### Kia Hāngai te Kaunihera | An Empowered Organisation

- Tātaki Kaimahi Māori Network The Kaimahi Māori working group, made up of 14 kaimahi from across the organisation, is developing a programme of events to support network members.
- Te Mahere Aronga A revision of Te Mahere Aronga is underway to ensure strategic alignment with the organisation's current priorities.



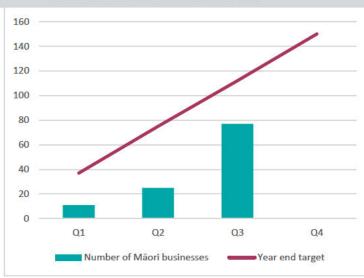
#### **KPI RESULTS**

## Number of Māori businesses that have been through a TAU programme or benefited from a TAU intervention



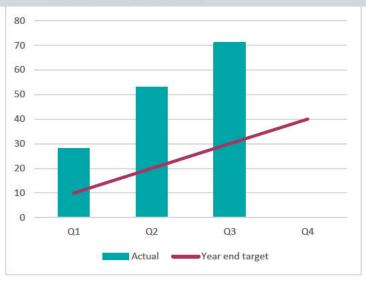
## Number of programmes contributing to the visibility and presence of Māori in Tāmaki Makaurau





Result reported quarterly Based on draft Q3 results. The result is lower than anticipated - at the time when the KPI target was set, TAU was planning a new Māori business team. However, recruitment challenges and the uncertain future of economic development means this is

paused.



Result reported quarterly The target of 40 programmes has already been exceeded (based on draft Q3 results)



## 4. Schedule of Appendices

• <u>Cybersecurity Dashboard</u> (Monthly)

<u>Digital Auckland Update</u>
 (Monthly until completion)

• Climate Change & Sustainability Dashboard (Monthly)

• Commercialisation of Media Assets Status Report (Monthly until completion)

## 5. CE sub-reports in Resource Centre

• Finance Report (Monthly)

• Risk Report (Monthly)

• <u>H&S Report</u> (Monthly)

• ICT Infrastructure Project Report (Monthly)

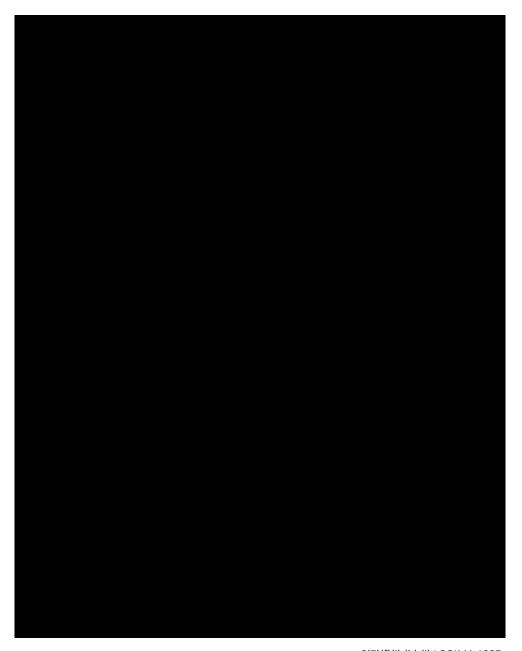








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S(7)(f)(i),(h),(i) LGOIMA 1987





## Monthly operating performance



## Operating performance trend

\$ million			Full year		
	Notes	Actual	Updated budget	Variance	Updated budget
Net direct expenditure	Α	86.4	90.7	4.3	124.9
Direct revenue	В	88.4	71.9	16.5	89.6
Fees and user charges		38.8	36.2	2.6	46.8
Operating grants and subsidies		26.2	15.3	10.9	17.2
Other direct revenue		23.4	20.4	3.0	25.6
Direct expenditure	С	174.8	162.6	(12.2)	214.5
Employee benefits		62.5	65.4	2.9	87.6
Grants, contributions and sponsorship		25.7	19.0	(6.7)	21.6
Other direct expenditure	D	86.6	78.2	(8.4)	105.4
Other key operating lines					
Vested assets	E	1.5		1.5	
Depreciation and amortisation	F	40.7	33.9	(6.8)	45.5
Capital grants to Partners		0.6		0.6	
Finance costs		(0.1)		0.1	
Net interest expense		(0.5)	(0.1)	0.4	(0.1)



## Capital investment trend

Capital expenditure (incl AFS)	G	39.9	57.1	17.2	73.1
Capital revenue		0.3		0.3	



## Key commentary

- A. Net direct expenditure is favourable due to better than budgeted performance on events, visitation and film revenue, offset by unbudgeted costs of the Single Operator Stadiums Auckland project and the cancellation of five major concerts year to date for a variety of reasons. Our YTD positive variance contains an element of timing difference, which will likely be reduced before the end of the year.
- B. Direct Revenue is favourable due largely to unbudgeted Activate and Reactivate Tamaki Makaurau grant funding and better than expected event and film revenues, offset by the loss of five major concerts, two due to healthrelated cancellations and three due to the flood event. Insurance recoveries and business interruption cover have not been accrued.
- C. Direct expenditure is adverse due to unbudgeted Activate and Reactivate Tamaki Makaurau expenditure, increased cost of sales as a result of better than expected event revenues, costs to support elevated film revenues and Single Operator Stadiums Auckland costs and flood damage costs. This is offset by the loss of five major concerts, two due to health-related cancellations and three due to the recent flood event.
- D. Other expenditure includes costs of sales for events and visitation, occupancy and utilities as well as repairs and maintenance costs to support the venues of Tātaki and the film sector and professional services which includes expenditure for Activate and Reactivate Tamaki Makaurau.
- E. Vested Assets includes gifted artwork.
- F. Depreciation is adverse due to the effects of increased building asset valuations in June 2022, increasing the value of the assets being depreciated and thus the monthly depreciation.
- G. The capital programme is below budget due to delays in securing labour as a result of the abundance of work in the market, extended business casing periods due to cost escalation and work that is going on hold in response to the flood event.



# **TAU Customer Strategy**

# Report to the Board of Tātaki Auckland Unlimited

Meeting date 26<sup>th</sup> April, 2023

Author(s) Emma Mearns, Planning & Performance Manager

Shelley Watson, Director Marketing & Communications

Approved by Nick Hill, CE

Purpose of paper For discussion and endorsement

Company and/or Trust paper Company and Trust

Proposed resolution That the Board

1. Discuss and provide feedback on the Customer

Strategy

2. Endorse the Customer Strategy

# **PURPOSE**

The purpose of this paper is to:

- Update the board on the proposed TAU Customer Strategy
- Seek endorsement of the Customer Strategy

# BACKGROUND

Following the merger, a concerted effort has been made to realise post-merger integration benefits including a single view of customer (SVOC), pan-organisation efficiencies and digital transformation to establish the technical foundations that support enhanced revenue generation and customer-centricity.

Currently, due to multiple legacy organisations and systems, there are many ways of managing customers. To improve customer management and realise merger benefits, a single Customer Strategy has been developed, supported by a single CRM/eDM solution currently in procurement. The Customer Strategy has been developed in partnership with Bower House Digital and has influenced the selection of a fit-for-purpose CRM/eDM solution – Salesforce, the vendor for which is currently being procured.



# Objectives of the Customer Strategy and Enterprise CRM & eDM system:

- Enable **a single view of a customer** across the whole of TAU to support improved customer experiences, customer service and satisfaction.
- **Better decision making** and **revenue optimisation** through our ability to segment and target specific customer groups, improve sales and customer lifetime value.
- Leverage our combined customer base to promote **cross-sell** and **upsell** tickets and products across TAU to grow revenue.
- More **personalisation** so that we can better understand customer needs and meet customers unique and individual requirements.
- Offer a differentiated experience to **loyal customers** so that we can reward engagement and encourage repeat visits and purchases.

## Approach to develop the Customer Strategy:

The project team and Bower House Digital engaged TAU teams through a series of workshops in late 2022. These findings were captured in a current state document and used to define the future state Customer Strategy for TAU.

# The Customer Strategy provides a framework for:

- Consistent categorisation of customers across the organisation to achieve a single view of the customer (SVOC). The customer categorisation framework may need to be refined subject to the future state of the organisation and is designed to cater for new customer relationships as required.
- **Customer data governance**, a data privacy and security model complete with sharing rules to lockdown or open up groups of customer data.
- Customer contact rules will set customer communications priorities across the
  organisation by message type and business unit to avoid conflicting messages and
  communications fatigue. The contact framework supplied provides principles but
  needs to be further developed with input from across the organisation to ensure it is
  fit for purpose.
- To enhance the **customer experience (CX)**, communications content will be planned against TAU **customer journeys** / **lifecycles**. Templates for customer journeys have been created against which business units will design their customer communication lifecycles.
- Customer Management Operating model options have been proposed including
  the number and capability of technical and marketing resources to leverage the new
  single CRM / eDM solution and deliver the potential benefits of the system including
  revenue generation. This includes skills in customer data analytics, CX lifecycle
  development and delivery, segmentation and targeting of customers for marketing
  purposes.
- A roadmap of deliverables required to support CRM and eDM implementation and achievement customer and business outcomes.
- A KPI framework is recommended to measure the success of the implementation of the Customer Strategy.

Refer attachment 1: Customer Strategy presentation for further detail on the Customer Strategy.



# Next steps:

As discussed at the March 2023 Board, following endorsement of the Customer Strategy, a single project to implement the Customer Strategy and Salesforce CRM / eDM solution will commence. Progress on the project will be reported on monthly.

Subject to the decisions on Statement of Intent and FY24 Annual Budget some amendments to the Customer Strategy may be required.

The project team will prepare a financial analysis to determine the ideal operating model to champion the Customer Strategy and leverage the CRM /eDM solution once implemented. This will need to evaluated in the context of the overall TAU operating model.

S7(2)(f)(i) LGOIMA 1987

# FINANCIAL

The development of the TAU Customer Strategy has cost budgeted and paid for in FY22/23.

and has been

S7(2)(f)(i),(h),(i) LGOIMA 1987

## RISK

The key risks to successful delivery of the Customer Strategy are outlined below. These risks will be further detailed and mitigated in the risk register for the project to implement the Customer Strategy and CRM / eDM solution, as requested by the Board in March 2023.

- A lack of visibility of the future shape of the organisation and operating model may require changes to the Customer Strategy.
- A lack of Customer Experience, Data Governance and CRM Management resource capability and capacity.
- A lack of organisational expertise and experience working with a single, customercentric framework for managing customers.
- Customer strategy has failed to capture, or correctly capture all customer considerations.
- Failure to deliver the roadmap required to meet the objectives of the Customer Strategy and the CRM.
- A lack of customer data to leverage initially due to opt in information not being captured for organisation wide use in the past.
- Reduced staff engagement due to the current operating environment.

# LEGAL

Bower House Digital were procured in accordance with procurement policy through a closed procurement and chosen from four suppliers to partner with TAU to define our Customer Strategy.



The Customer Strategy will guide implementation of the CRM / eDM solution and compliance with relevant legislation such as the Privacy Act 2020 and the Unsolicited Messages Act 2007 will be addressed as part of the project.

# CONSULTATION / MĀORI OUTCOMES

The Māori outcomes team have participated in the requirements elicitation sessions for the Customer Strategy (and CRM / eDM solution) and will be early adopters of the new CRM / eDM platform once implemented.

This has included due consideration of how Māori business and Māori partner records will be captured, maintained, protected and leveraged by TAU as part of the Customer Strategy.

## RECOMMENDATION

It is recommended that the Board:

Provide feedback on and endorse implementation of the Customer Strategy

Written by:

Approved by:

**Emma Mearns** 

**Planning and Performance** 

Manager

Nick Hill

CE

**Shelley Watson** 

Director – Marketing &

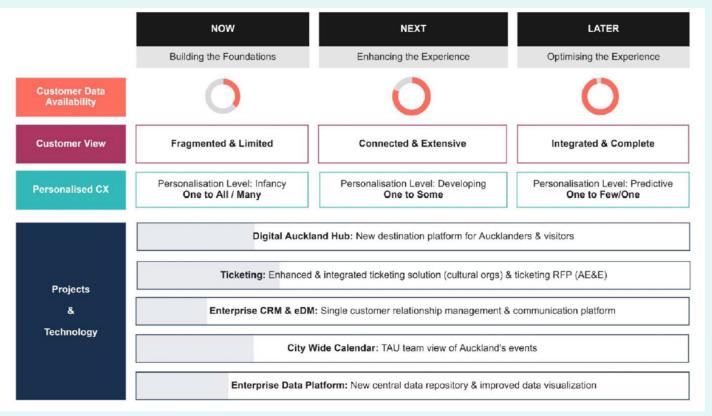
Communications

## ATTACHMENT SCHEDULE

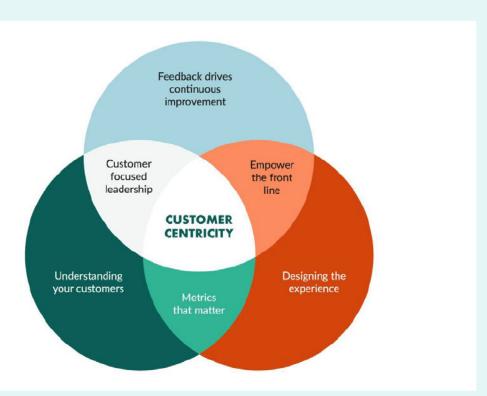
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# **Customer Data Goals, Project & Tech Alignment**



# **Customer centricity**



People are at the heart of this project and we're involving people from across the ropu to help input into the needs design.

# We've created a customercentric strategy, with input from all rōpū.

This strategy guided our CRM and eDM platform selection

## Status:

Partner procured Nov 22. Workshops held with all business units to capture current state and future state Customer Strategy requirements.

Proposed Customer Strategy presented and shared with stakeholders March 23. Feedback requested.

Presented to ELT April 23.

# Next steps:

**Board Endorsement** 

Scope to be refined based on ELT and Board feedback, LOE and Annual Budget FY23/24.

Cost/ benefit analysis of operating model options

Develop and implement roadmap alongside CRM & eDM implementation



# Customer Strategy, CRM & eDM will

- Provide a single, comprehensive view of individual customers
- Help us optimise revenue
- Enable better, data-driven decision making
- Improve customer experience, service and satisfaction
- Allow more efficient marketing and cross-promotion and upselling and enable rewarding high-value, loyal customers encouraging repeat custom

# A standardised approach to customer categorisation is needed to allow for a single view of the customer

#### **Customer Categorisation**

How we classify and group customers based on macro characteristics

#### Who

Customer engages as a... B2B, B2C or B2G

#### Where

Local, Domestic or International engagement

#### How

A customer engage with TAU E.g Donor or Consumer

## What

TAU Offering & Industry are they engaging with E.g Product/Experience and Arts & Culture

# **Customer Segmentation**

How we further segment via more nuanced characteristics

Demographic, Psychographic, Behavioural overlays

We can look at a customer from either a Organisation perspective or Enterprise perspective

# **Single View of Customer in Action**

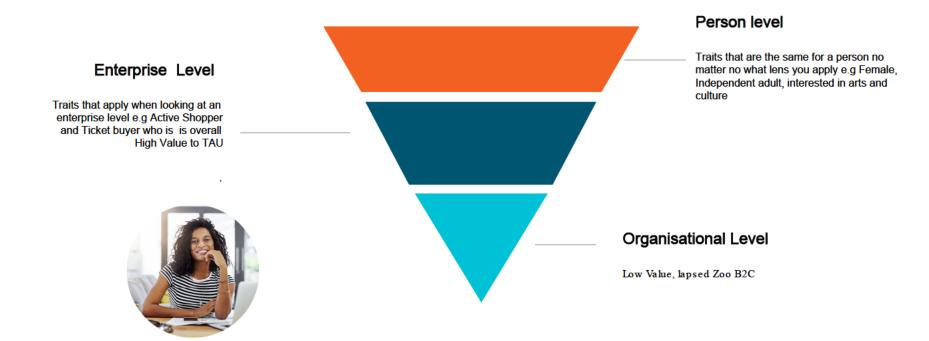


Name: Sally Fletcher Location: Auckland

Who	Where	How	What
B2B	Local	Consumer	GRIDAKL
B2B	Domestic	Consumer	Skills & Workforce
B2B	Local	Consumer	Tech Tāmaki Makaurau
B2C	Local	Consumer	AAG & The Zoo
B2B	Domestic	Partner	Climate Connect Aotearoa

# Sally Fletcher has many different engagements with TAU:

- Sally owns a tech start-up in Wellington, and has recently moved to Auckland
- She is passionate about tech and likes to attend tech events held at GRIDAKL
- She is also thinking of upskilling her young Pasifika employees and engages with **Skills & Workforce** to understand her options
- Since moving to Auckland, Sally has regularly visited the AAG
- Her business has also donated to the Art Gallery for the first time last week
- She visited the Zoo once over a year ago when she came to visit Auckland
- Sally engages with Tech Tāmaki Makaurau to gain access to network connections, knowledge sharing and collaboration events
- Sally also feels passionate about climate change and is looking at partnering with Climate Connect Aeotorea to share her knowledge of tech and how it can solve climate challenges



# **Single View of Customer in CRM**

# Who they are

Sally Fletcher	
Location Tag	Local
Ethnicity	Non Māori/Pasifika
Explicit Interests	Stadiums: Festival, Rock Live: Musical
Cultural Segments	Expression, Entertainment
Lifestyle Category	Independent Adult
Customer Type	B2B, B2C
Account Name	Tech 4 NZ
Title	CEO
Role	Decision Maker

CRM would also have a standardised approach for how we classify accounts

Tech 4 NZ					
Location Tag	Domestic				
Business Size	Medium				
Sector	Tech				
Industry	Information Technology (IT)				
Business Type	Sole proprietorship				
Māori Owned	No				
Māori Employees	2				
D 101 E 1					

# **Customer Relationship**

Org	Туре	Relationship	Lifecycle
AAG	B2C	Consumer	Active
	B2B	Donor	New
Zoo	B2C	Consumer	Inactive
Tech Tāmaki Makaurau	B2B	Consumer	Active
GRID AKL	B2B	Consumer	
Skills & Workforce	B2B	Consumer	
Climate Connect Aeotorea	B2B	Partner	Prospect

# **Digital Engagement**

TAU	Week	Today
eDM	7	4
SMS	0	0
Calls	1	0

Zoo	Last 7 days	Today
eDM	1	0
SMS	0	0
Calls	1	0

# Single View of Customer in CRM – Account View

B2B Account Fields	
Account Name	Tech 4 NZ
Location Tag	Domestic
Business Size	Medium
Sector	Tech
Industry	Information Technology (IT)
Business Type	Sole proprietorship
Māori Owned	No
Māori Employees	2
Pasifika Employees	3
B2C Contact Fields	
Location Tag	Domestic
Business Size	Medium
Sector	Tech
Industry	Information Technology (IT)
Business Type	Sole proprietorship
Māori Owned	No
Māori Employees	2
Pasifika Employees	3

# Who they are

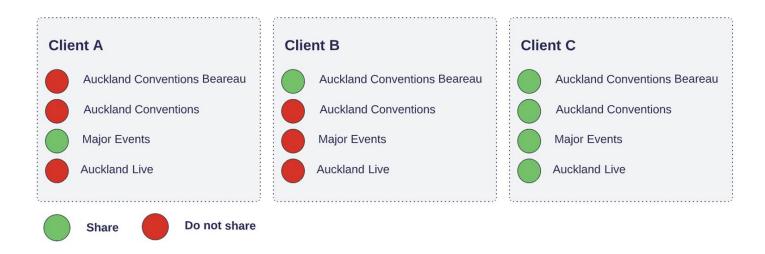
Location Tag	Local
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Explicit Interests	Stadiums: Festival, Rock Live: Musical
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Org	Туре	Relationship	Lifecycle
AAG	B2C	Consumer	Active
	B2B	Donor	New
Zoo	B2C	Consumer	Inactive
Tech Tāmaki Makaurau	B2B	Consumer	Active
GRID AKL	B2B	Consumer	
Skills & Workforce	B2B	Consumer	
Climate Connect Aeotorea	B2B	Partner	Prospect

# Data we will capture



# Data Governance: A private security model with sharing rules to lockdown or open up specific groups of data



- By keeping it private and opening the details allows the platform to open up the client records to business(es) (where needed )
- This will allow the platform to have a single client record with a view to open the client to certain businesses

# **Sharing Customer Data Example – B2C**

Shareable

Private

Limited

Private

Shareable

Private

Limited

Private

Shareable

Shareable with others.

different at org level

Shareable

Private

Limited

Private

Shareable

Private

Limited

Private

Shareable

Private to ora

	Organisations	AAG	Zoo	Stadiums	NZMM	Live	Major Events	Skills & Workforce	Tech Tāmaki Makaurau	Partnership & Sector	Iconic Eats	Go with Tourism	Māori Visitor Economy	Create Auckland 2030
	Contact Details	Private	Private	Private	Private	Private	Private	Private	Private	Private	Private	Private	Private	Private
on	TAU Relationship	Shareable	Shareable	Shareable	Shareable	Shareable	Shareable	Shareable	Shareable	Shareable	Shareable	Shareable	Shareable	Shareab

Shareable

Private

Limited

Private

Shareable

Limite d

Shareable

Private

Limited

Private

Shareable

Limited info shareable,

different at org level

Shareable

Shareable

Shareable

Shareable

N/A

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Shareable

Shareable

Shareable

Private

Limited

N/A

Shareable

Shareable

Shareable

Shareable

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Shareable

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Shareable

Private

Limited

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Shareable

Doesn't have this data

Shareable

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Private

Limited

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Screen Auckland Private

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N/A

N/A

N/A

N/A

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Private

Limited

N/A

Shareable 6

Person

Demographic

Psychographic

Behavioura

Customer

Membership

Legend

Activity

ea. Donor for AAG

Location Tag

Ethnicity Tag

Disability Tag

Lifestage Category

**Explicit Interests** 

**Culture Segments** 

Category Affinity

Motivation/Outcome

Customer Satisfaction

Frequency/Recency

Digital Engagement

Membership Status

E.g. Donations

Lifestage E.g. Transactions

Gender

# Communications to be aligned to Customer Journeys improving effectiveness and

customer experience Purchase / Experience / Consideration Retention Advocacy Awareness Conversion Engagement Objective Ensure positive Increase awareness of the org. Conversion. Keep them coming back. Ensure a positive experience Get the org brand front and centre Keep the customer in he loop Get the customer to book. and smooth

in the customer's mind purchase or engage with the org

purchasing

experience

Spend at event Data capturing

Get customers to advocate

Key Messaging / Tactics

Marketing: - BAU

Value Streams: Brand awareness

Personalisation Low:

Marketing: - Tactical, BAU, Journey Value Streams: Product Features Savings/Value

Personalisation: Medium

Transactional Purchase, Join. **Enquiry** Personalisa ion: Medium

Marketing: - Journey Experience - Progressive profiling

Marketing: Journey, Loyalty, BAU Experience Customer feedback. progressive profiling

Marketing: - Journey, Loyalty, BAU, Tactical Experience Personalisation: High

- Testimonials Personalisation: High

# Channels

- Google Ads - Social Media Print Media
- Commercial partners
- Email - Web - SMS

- - Phone
- Email - Web - SMS - Phone
- Onsite - Web
- - Email - Web SMS - Phone
- Email - Web - SMS

# What is a Contact Framework?



A **decision framework** that determines the most effective way to communicate with customers

It takes into account **User Preferences** and **Communications Priority** to deliver cross-channel customer experiences, and avoid **conflicting messaging** 

# Why a contact framework?

- Better customer experience
- Improve performance of Marketing
- Increased efficiency by streamlining communications with customers

# **Contact Framework**

1. Content- Categorisation and stocktake of all types of messages a customer could receive

2. Strategy The foundation layer to determine when customers should be contacted, what channels and what messages they get. Most brands will use a combination of rules

#### **Customer Defined**

Giving customers the choice of frequency, channel and the type of content they want

#### **Preference Centre**

A page on a website that allows customers to customise experience:

- Frequency
- Channel
- Content

#### **Progressive Profiling**

Enables personalisation and driven by Explicit Declared data

#### **Business Defined**

Set business governance rules. These might be defined by CX principals or to drive efficiency

#### **Business Priority**

- Messaging Priority Levels
- Competing Messaging Rules

#### **Efficiency**

- Cost to send:Many Platforms will have usage costs
- Cost to deliver:
   Understanding the effort from your people to create and delivery the messages

#### Lifecycle

Rules to optimise experience at different stages of the customer lifecycle.

# **Engagement**

Rules based on inferred data, e.g if customer is unengaged on certain channels

#### Channels

Which channels framework will extend to. E.g Email, Sms, App, Web, Direct, Paid, Social, Customer Service, Stores, Sales

# **Contact Framework | Example Business Messaging Priorities**



# Priority 1 Code Red & Business Critical

- · Highest priority send
- · No suppressions of customers
- · Not counted against framework

#### Priority 2 Transactional / Service

- Critical CRM comms (eg. enquiry informa ion)
- Fulfilling customer experience promise
- Part of a customer lifecycle journey.

# Priority 3 Marketing Tactical

- Trade or reward (i.e. short term promotion)
- Deployed at peak times
- Go out after P2 CRM

# Priority 4 Marketing Journeys

- · Journeys for content streams
- · Go out after P3 CRM

# Priority 5 Marketing BAU or Experience

- Ad Hoc campaigns that are lowest priority
- Surveys, Feedback forms
- Progressive profiling campaigns

By giving messages priority levels we can then add business rules to ensure critical messages are reaching customer at right time.

# Once implemented and an Operating Model chosen CRM requires ongoing support as BAU





- Ensuring data is up-to-date
- Ensuring data is accurately archived and purged
- Ensuring data governance





- Ensures customers are not inundated with similar messages and comms fatigue is avoided
- Has a 360 view of the key customer groups across the organisations
- Owns the customer feedback/complaint reports etc.
- Ensures the Contact Framework is adhered to



## Internal Visibility & Communication

- Organisations and ropū are regularly sharing reports, customer opportunities, projects in the pipeline etc.
- Organisations and ropū are aware of each other's comms strategies, and how often customers are receiving what comms

# Centre Of Excellence | Operating Model 1: Dedicated team of 'do-ers'

One individual leads a dedicated, cross-functional team of SMEs that coordinates to deliver the programme objective

#### **Benefits**

- Receives consistent focus through full-time ownership
- Better collaboration and application of internal expertise
- Accelerated rate of deployment, effectiveness

# **Challenges**

- Can be expensive and timely to implement
- Easy to operate in a silo
- Need to define how the resource work with BAU teams
- Harder to keep BAU teams across initiatives

# CRM Manager Accountable for the overall delivery of team, setting the strategy and long term vision for the team. Works closely with stakeholders to ensure the team is working to wider business objectives Architect Data Analyst CX/Journey Marketing/Comms Delivery

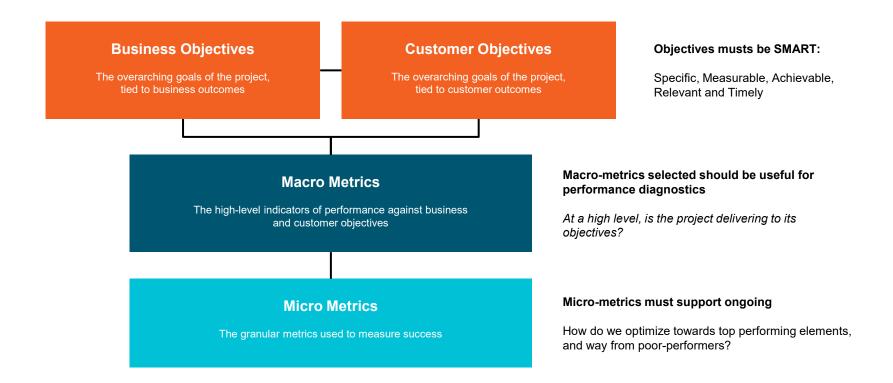
# Rōpū Managers

Responsible for collaborating with CRM COE to define use cases, roadmap planning and prioritisation to drive business objectives and to ensure customer - centric approach

# **How We Get There**

	Now	Next	After		
Tech	<ul> <li>Detailed Requirements</li> <li>Platform solution design &amp; Architecture</li> <li>Data model solution design</li> </ul>	<ul> <li>Platform Implementation</li> <li>Solution for Contact Framework</li> <li>Solution for Segmentation model</li> </ul>	<ul> <li>Go live platform</li> <li>Segmentation model build</li> <li>Contact Framework Build</li> </ul>		
People	<ul> <li>Platform Governance Framework defined</li> <li>Data Governance plan</li> <li>Change management plan</li> <li>Project team assembled</li> <li>New roles defined for CRM team</li> </ul>	<ul> <li>Tailored training program defined</li> <li>Release training</li> <li>Way-of-working training</li> </ul>	<ul><li>Stand up BAU teams</li><li>Training roll out and User adoption</li></ul>		
Strategy	<ul> <li>Implementation goals and KPI setting</li> <li>Use case definition</li> <li>Functional and technical use case stories</li> <li>Customer journey mapping and playbook</li> </ul>	<ul> <li>Content playbook and strategy</li> <li>Contact Framework requirements</li> <li>Content Taxonomy requirements</li> <li>Use Case Design</li> </ul>	Optimisation Plan     Personalisation framework     1:1 Personalisation plan across     channel		

# **Success Measurement – KPI Setting Framework**



# **Customer Strategy Summary**

This customer strategy provides a framework for;

- Moving from many ways of manging customers to one way for all of TAU
- Moving from many ways of categorising customers to one way for all of TAU
- How TAU will manage customer data sharing and security
- How TAU will contact customers to ensure the right content in the right channels without conflicting messages or message fatigue
- A high-level roadmap of key milestones and deliverables for customer strategy and CRM implementation
- A KPI setting framework. KPIs to be implemented at an enterprise and business unit level
- Options for operating models to support the Customer Strategy and CRM / eDM ongoing

With these things in place we are on our way to a more data driven, customer-centric way of operating and achieving our customer and business objectives.

# Ngā mihi

Centre Of Excellence | Operating Model 2: Tribal Council with Facilitators

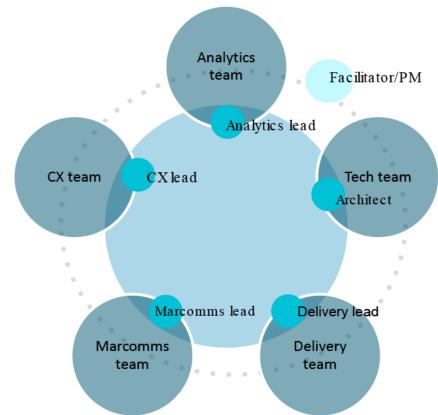
A cross-functional team guided by a facilitator

#### **Benefits**

- Programme receives consistent focus from full time facilitator
- Greater buy-in from team leads due to shared accountability
- Equal representation
- Scalable if resources are large enough for separate practice teams

# Challenges

- No execution capabilities need to coordinate with BAU priorities
- No clear lead which can slow down approval and direction to keep BAU teams across initiatives



**Centre Of Excellence | Operating Model 3: Designated Driver with** 

**Passengers** 

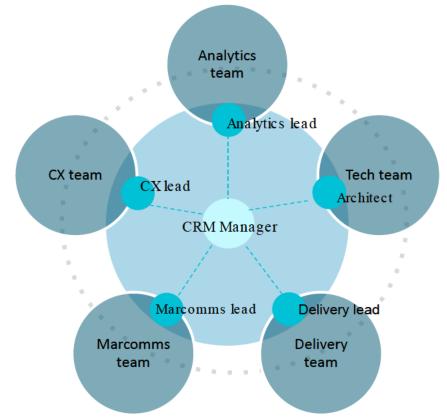
One individual takes responsibility for customer and collaborates with team leads across the business to deliver programme objectives

#### **Benefits**

- Programme receives consistent focus through full-time ownership
- Better collaboration and application of internal expertise
- Unified delivery of vision with all key teams represented

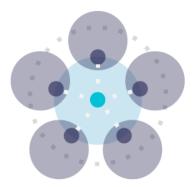
# **Challenges**

- No execution capabilities need to coordinate with BAU priorities
- Can be a challenge to get investment from team leads if they lack accountability



# Operating Model | Centre of Excellence, potential to scale

As TAU Digital expands, teams can be broken out by practice, but continue to be mixed capabilities for squads to complete pipeline. Squads can be broken in 3 different ways:

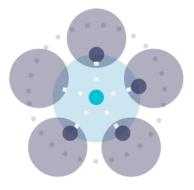


# rōpū

Squad per röpü

Pro: Team become experts in their ropū, Close point of contact with ropū

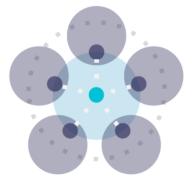
Con: Could lead to different approach per rōpū. Customers who sit in multiple types could have overlapping experience



## Customer

Squad per customer type: B2C, B2B and B2G

Pro: Shared learnings across ropū's Con: Will have more stakeholders as dealing with all ropū's. Customers who sit in multiple types could have overlapping experience



# Lifecycle

Squad's focused on key journeys of the customer lifecycle e.g. Awareness, Engagement and retention

Pro: Customer centric, easy to scale journeys across rōpū's and types, centralised data

Con: Will have more stakeholders as dealing with all ropū

# Teams by Practice

As the capabilities grow to have multiple of resources, teams can be split by practice. Resources will continue to work in squads, but they will report into practice related teams, this is to ensure:

- Consistent ways of working
- Consistent documentation
- Consistent training
- Peer review and learning
- Shared knowledge across squads