

Future Trends Conference 2017

TALENT | AUCKLAND | WELLINGTON

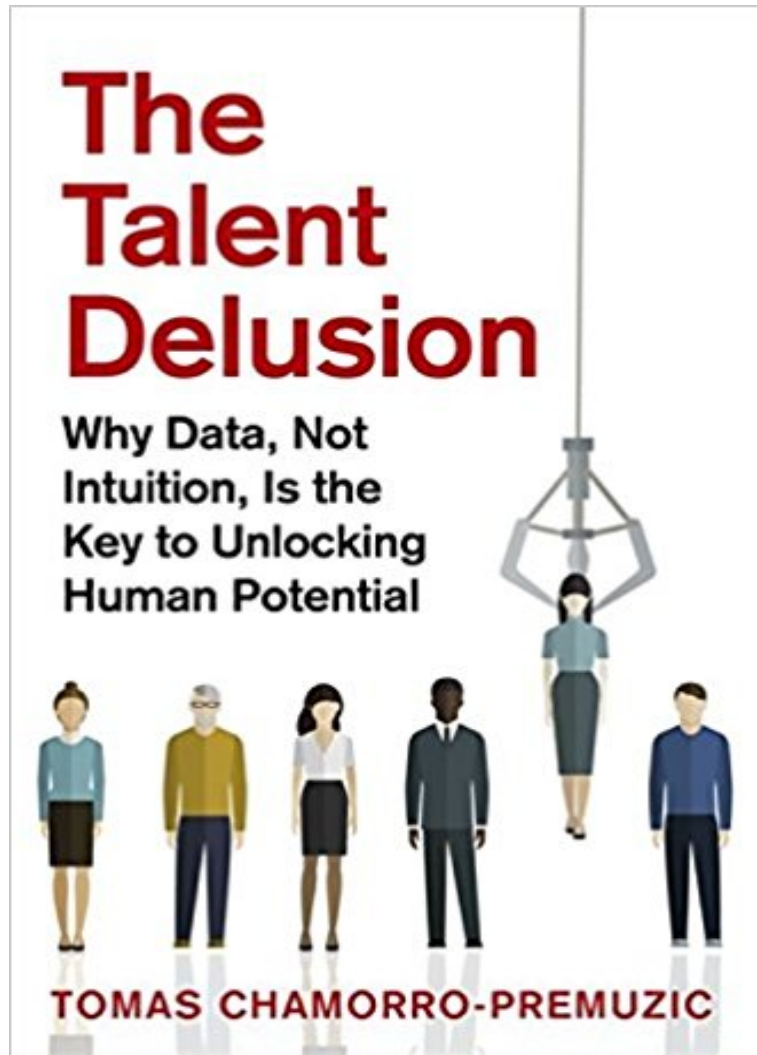


WINSBOROUGH

#FutureTrendsTalent



WINSBOROUGH



Tomas
Chamorro-Premuzic



WINSBOROUGH



Gretchen Young



WINSBOROUGH



Jo Avenell



WINSBOROUGH

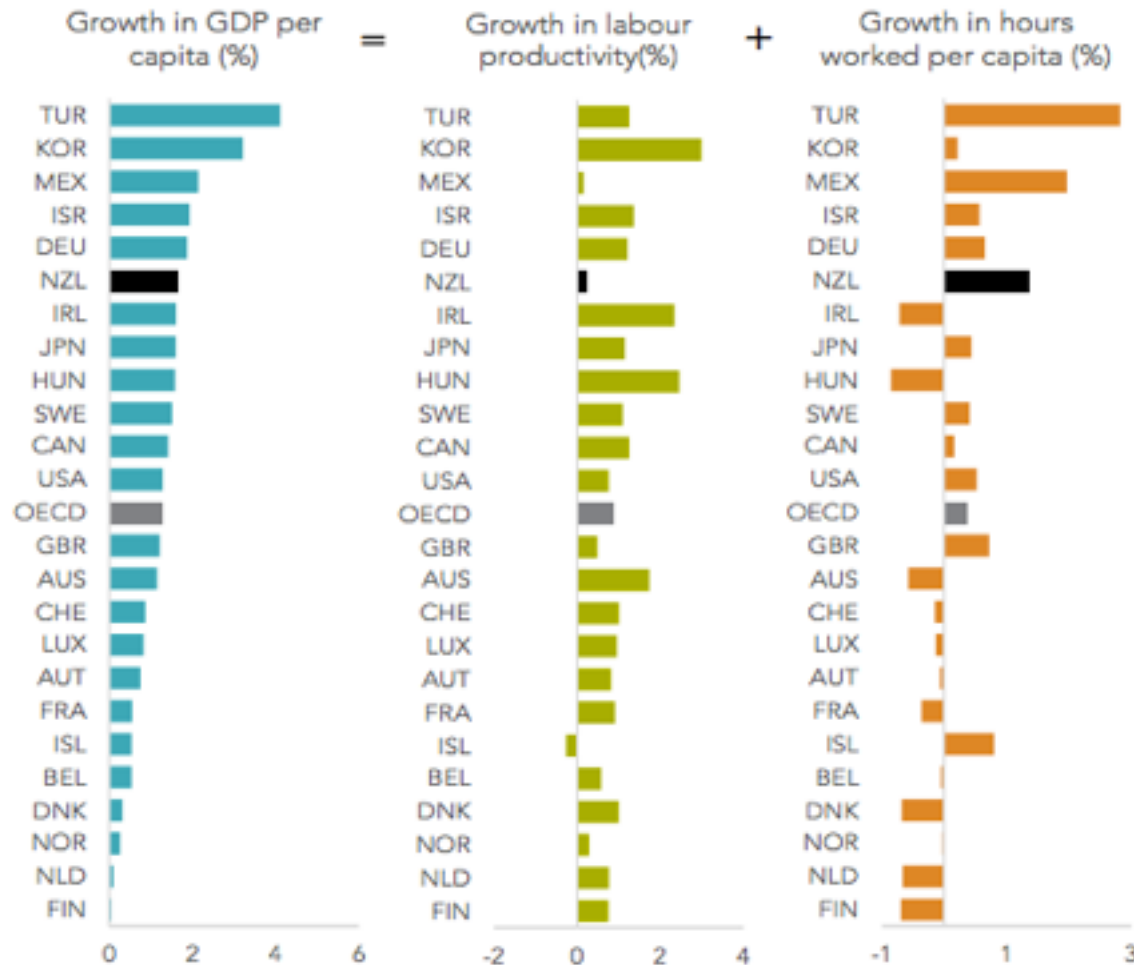


AIR NEW ZEALAND

Lynne Miller
Mat Bosher



WINSBOROUGH



Kiwi approach



Our answer to economic growth since 2009? Working harder

NZ's labour productivity, working smarter, hasn't shifted since 2009

Talented people help us work smarter, not harder. Talent is the answer.

Source: NZ Productivity Commission 2009-2014



WINSBOROUGH

NZ Boards use robust process for selecting a CEO...but it still comes down to instinctive hiring decisions

Being confident & likeable gives you a much better chance of being appointed as a CEO

CEO Genome Project (www.ceogenome.com)

NZ also chooses *nicer* people for CEO and exec roles compared to other countries

"Nice guys finish last" (Winsborough 2014)

Confidence & likeability are not well correlated with CEO / exec performance

CEO Genome Project (www.ceogenome.com)

Identifying Top Talent in NZ



WINSBOROUGH

What does Top Talent really look like?



Who we like...

VS



Who we need...

Successful CEOs have four things in common:

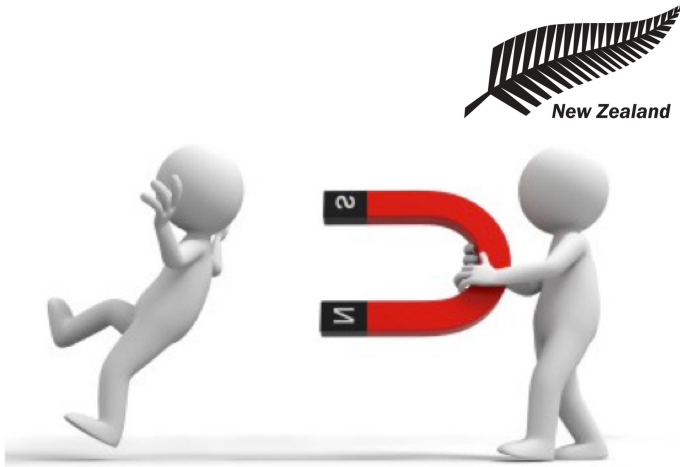
1. Deciding with speed and conviction
2. Engaging for impact
3. Adapting proactively
4. Delivering reliably

CEO Genome Project (www.ceogenome.com)

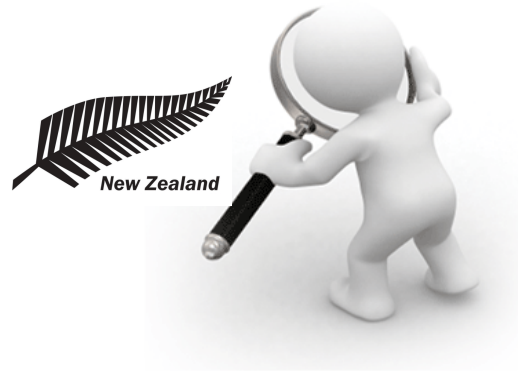


WINSBOROUGH

Three ways to cultivate NZ Talent...



Attract it



Identify it



Develop it



WINSBOROUGH

Future Trends Conference 2017

TALENT | AUCKLAND | WELLINGTON



WINSBOROUGH