

## Newsletter – December 2016



President - Noel Rodgers

2016 has been a year of many events and changes globally, in New Zealand and for the IMC NZ with almost a month of 2016 still remaining.

For the IMC NZ I'd like to thank the IMC NZ council for their hard work and persistence in getting things done and moving the organisation forward from strength to strength. I feel privileged to be part of such a strong, competent and well connected team of people, giving so much of their time for the sustainability and growth of the IMC NZ. Further in the newsletter you will read of the great work and new initiatives that have been developed and implemented by our council.

A few changes have occurred on the council throughout the year that have altered the dynamics of the council slightly:

- Andrew Marr has stepped down as treasurer to allow for more dedicated time on the "Assess My Consulting" initiative. Andrew will remain on the council.
- Phil Cox has been co-opted onto the council as treasurer to fill the gap left through Andrew's change. Thanks Phil.
- We've found there is a need to have a national committee for events which Phil Cox is heading. Please contact Phil if you would like to be involved.
- Iain Matheson has completed some pretty amazing work on the development and implementation of the IMC NZ consulting framework
- Karen Clarke's work in the design and refining of the IMC NZ strategy has been significant to the organisation moving forward.
- Robyn Barnes is further developing the platform for individual membership growth throughout NZ.

- Ian Abrahams and Terry Hoskins continue to develop initiatives focused on increasing ACP membership with the IMC NZ.
- Suzanne Barley continues to be a great secretary for the IMC NZ ensuring that all the work we don't see is completed seamlessly.
- Thank you to Lucy Sanderson-Gammon for being on the IMC NZ council this year. Lucy had to step off the council due to other commitments. Lucy's absence now leaves the council and the IMC NZ organisation with a large gap in our marketing ability.
- If you would like to assist in creating the IMC NZ marketing strategy, please contact Noel Rodgers or Suzanne Barley to discuss your interest further, as we really welcome your input.

The IMC NZ council has cemented a stronger connection with the global council (ICMCI) this year through conference calls and a more intense sharing of ideas and information. We look forward to further growing our relationship with the global council in 2017 and creating a stronger global platform for the IMC NZ membership.

The IMC NZ has a fast growing membership in the BOP region thanks to Frances Denz (recently achieved CMC), Leon Geldenhuys and colleagues. We look forward to further growing the BOP region in 2017.

Thank you to all of our members that have supported the IMC NZ through attending the IMC NZ events and other tasks that have appeared throughout the year. Also to Dan Palazzetti who has submitted the article for the Wellington event further on in the newsletter.

A big thank you to our sponsors for your support to the IMC NZ in enabling the IMC NZ utilise the facilities at Morrison Low, Victoria University, CDL, Starfish Consulting and Crowe Horwath as without your generosity, our events would be more expensive and more difficult to arrange. Thank you to our other sponsors such as JLT, Link Consulting Ltd, IPA Consulting Ltd, RiteTrack NZ Ltd for your wide ranged sponsor support.

The IMC NZ council welcomes all suggestions for improvement from the membership that would add value to you as a member. Next year as identified in the IMC NZ strategic plan, more emphasis will be placed on younger members with the IMC NZ spreading its regional presence.

I hope 2016 has been a good year for you and your business, that you have a great Christmas and New Year break, and that 2017 will be an increasingly successful year for you. We look forward to seeing you at our events next year and please bring along a guest that may be interested in joining the IMC NZ.

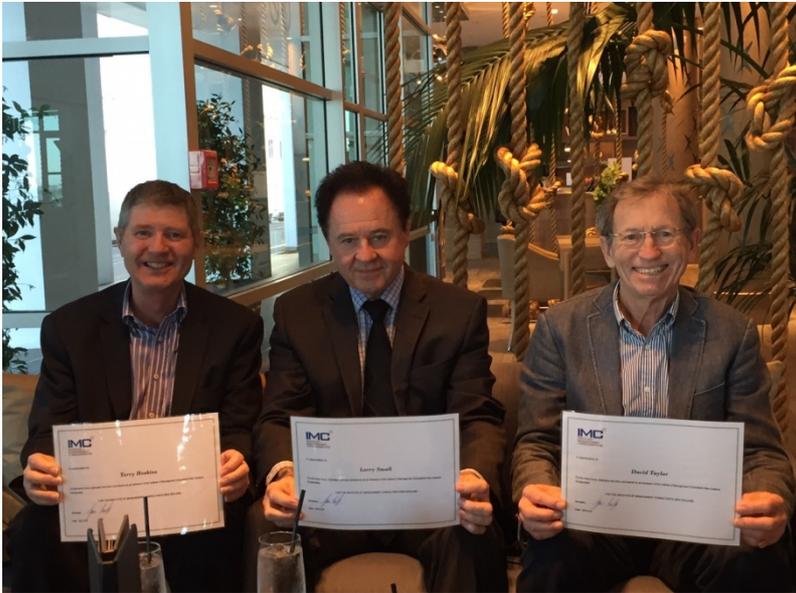
Noel Rodgers  
President

## Thank you to our Assessors

Our nationwide team of volunteer membership assessors perform a critical function in the certification of Associate and CMC members. We wish to take this opportunity to thank you all for the time and dedication you contribute to uphold the international standards and also for the encouragement you provide to management consultants seeking to improve their professional skills.

Each assessor will be receiving a certificate of appreciation at the next regional event they attend. At the Auckland Christmas function last week we were pleased to recognise (from left) Terry Hoskins, Larry Small and David Taylor.

Thank you also to the team at Hilton Hotel's Bellini Bar for your fabulous hospitality.



### Update from Council

In November we held our bi-annual council Strategy Meeting where we all gather for a day at one venue to expedite a number of projects. Feedback on the projects follows on the next page.



## Phil Cox - Events Portfolio

The recently formed National Events Committee has held its first meeting by video conference and agreed an ambitious set of outcomes for 2017. The committee is drawn from the regional committees for Auckland and Wellington, and has welcomed Tauranga to the table as well. In addition to co-ordinating the programme of events around the country, the committee seeks to share initiatives and help regions benefit from lessons learned.

We are very keen to reach out to the membership and seek to engage with members in Christchurch, Dunedin and away from the main hubs. The initiative to record and share presentations via the web will help address this as we welcome members participating by remote access. We are looking at improving integration with the PD Points record to improve visibility of members' commitment to professional development.

We have started construction of the "Events Handbook" - a digital resource which will capture and share useful events-related information. The handbook will have the benefit of improving the "corporate memory" and will provide the opportunity for appropriate information to be shared via the IMCNZ website, for the benefit of events organisers and members alike. If you want to pass anything to the National Events Committee, please get in touch via your regional committee, or otherwise directly with Suzanne on [info@imcnz.org](mailto:info@imcnz.org).

Phil Cox	Wellington	<a href="mailto:phil@avalonmarketing.co.nz">phil@avalonmarketing.co.nz</a>
Suzanne Barley	Auckland	<a href="mailto:info@imcnz.org">info@imcnz.org</a>
Leon Geldenhuys	Tauranga	<a href="mailto:leon@cto365.co.nz">leon@cto365.co.nz</a>

## Karen Clarke - Strategy Portfolio

At the recent Strategy meeting, the Council re-visited the strategy to test the Vision for IMCNZ and to review our actions towards achieving these. There was agreement that IMCNZ strives to be the professional association of choice for management consultants in New Zealand. We do this by offering certification of consultants (CMC), provide development opportunities for members and aspiring consultants, advocating in public and private sectors, and obtaining the support and sponsorship of a broad range of organisations.

Key activities in 2017 will include:

1. Building a culture of professional excellence. A focus on increasing the numbers of Accredited Consulting Practices is an important facet of achieving the strategy. Publication of The NZ Guide for Aspiring Management Consultants is imminent, the result of significant efforts from Dr Iain Matheson. The launch of 'Assess my Consulting' is providing consultants with direct feedback on their skills and capability.
2. Providing a range of member benefits that meet the needs of existing and prospective members, including recognised certification, professional development opportunities (look out for news of training workshops to be held in Q1, 2017) and of course continuing our regional programmes of monthly meetings and networking.

3. Review of the key management processes and tools used to ensure member satisfaction and benefits. The primary focus in 2017 will be assessing the website and its functions. We will also be seeking to measure our objectives to ensure our strategy remains viable, practical and sustainable.

### Iain Matheson - Training and Professional Development Portfolio

For some time now, IMC NZ has wanted to strengthen its focus on training and professional development.

Ahead of a formal launch, here's a quick heads-up on four new programmes that Council has been working on, and will be delivering in 2017.

- For new and recent consultants, we will have a one day IMC NZ face-to-face course, which we will be delivering in the main centres.
- For recent and more experienced practitioners, we have two *Essentials in Management Consulting* courses which will be facilitated by the Canadian Management Consulting trainer Kevin Schwenker (FCMC), and offered in association with CMC-Canada and Schwenker & Associates. We plan to offer an intensive three day face-to-face version in Auckland and Wellington in early March, as well as a three month online version later on in the year.
- For very experienced consultants we can now offer the *Diploma in Consulting* in association with Brisbane-based Interlink Technology Pty Ltd; this is a mentored assessment programme.
- As well as these four programmes, we're also about to publish *The New Zealand Guide for Aspiring Certified Management Consultants* on our website; much of the material in this 40 page pdf document may also be of interest to those who have already gained their CMC accreditation.

If you have a training and professional development portfolio question, or would like any more advance information on any of the above courses, please contact Iain Matheson at [iain@mathesonassociates.co.nz](mailto:iain@mathesonassociates.co.nz)

### Robyn Barnes - Membership Portfolio

In alignment with being the professional association of choice for management consultants in New Zealand, as a Council we are committed to delivering a membership strategy that provides benefit to each and every member.

We are currently reviewing our individual membership data with a view to ensuring that we deliver on our value proposition for each and every one of you. Over the coming months we will be revising our strategy to ensure that your membership has a long lasting impact on your career or business. As well as supporting international certification, providing learning opportunities that are tailored to your learning preference, connecting you to other management consultants and talented guest speakers at our monthly events and offering member discounts through our preferred suppliers; we are committed to making your membership an ongoing experience wherever you may be located around New Zealand.

If you have any questions concerning your membership or you are interested in supporting the roll-out of our revised membership strategy in 2017 please contact the portfolio holder Robyn Barnes at [robyn@scalefreenetworks.com](mailto:robyn@scalefreenetworks.com).

## Andrew Marr - Assess My Consulting Portfolio

At the Strategy Day, the significant achievements of the Assess My Consulting platform for 2016 were reviewed. Since inception, 8 months ago the tool has accumulated baseline data from around 20 countries. Analysis of the data has led to a number of research findings being posted online with 1400 views. Assess My Consulting has also been presented to regional meetings in both Auckland and Wellington, and also to the national PMI conference. It has also been discussed in the ICMCI online magazine – CMC Today. A significant new business module and potential revenue stream has been built (360° Assessment) enhancing the commercial appeal of the tool.

The National Council considered and approved a Memorandum of Understanding. The MoU clarified the future operation of the Assess My Consulting platform including aspects such intellectual property, infrastructure, revenue allocation, and change management.

The key objectives for 2017 are:

1. Continue to increase baseline data with a greater level of definition
2. Release and profile the 360° Assessment module
3. Build professional marketing collateral – explainer videos, research articles, and postings
4. Boost search index visibility and rankings
5. Alignment to the available consulting training options to build consultant capability

## Presentation for BCI

Thank you to IMC NZ member Nalin Wijetilleke (CMC) who is the (Business Continuity Institute) BCI Auckland Forum Leader and facilitates the events on behalf of the BCI, for inviting Noel Rodgers to present on the business risks faced by SME's in today's environment. The presentation was received well by the audience with a good number of questions throughout the event.

Welcome to the three new IMC NZ affiliate members that have joined us after participating in the BCI event. We look forward to your further involvement in 2017



Noel Rodgers speaking at BCI

## Regional Meetings

### IMC Auckland - Group Discussion on 'Is safety important in the workplace?'

We enjoyed a very dynamic and fun session with a panel of three experts discussing 'is safety important in the workplace?'

Steve Keall (Barrister) spoke on the legal perspective; Keith Robinson (Health & Safety Trainer) gave an update on the compliance from a risk perspective, whilst John Barley (Insurance Broker and organisational health advocate) spoke on the leadership component of H&S. The session promoted plenty of questioning from the audience, leading to a very interactive and enjoyable evening. Nalin Wijetilleke (CMC) summarised with some very compelling content from the presenters and robust questioning from the audience.

Thank you to our panel of experts, Nalin as moderator and all those who contributed to this session.



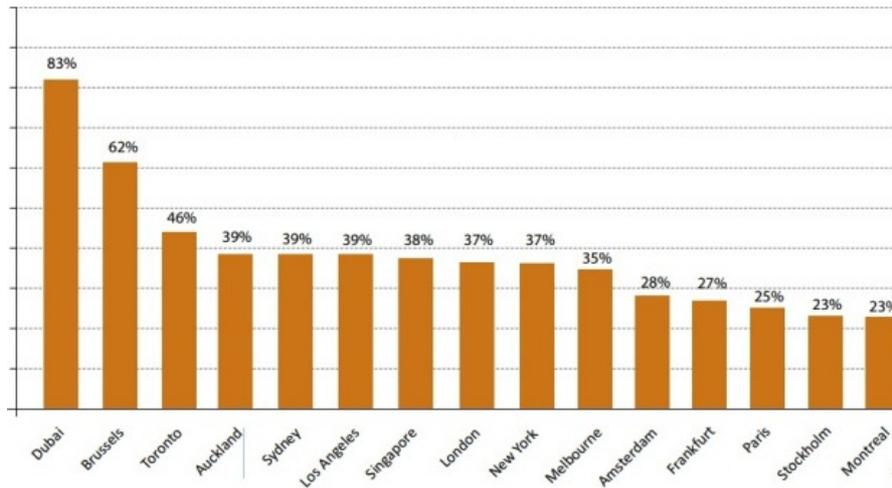
### IMC Wellington – Group Discussion on 'Dealing with Diversity'

Article by Dan Palazzetti (IMC NZ Affiliate)

*"Auckland is more diverse than London"*

This was my take-away message from the September IMC Wellington meeting. But how does this fit with the Wellington crowd? Well, here are some stats for all of the numbers aficionados:

Auckland clocked in fourth at 39% in a ranking of cities with the biggest foreign-born population. This is ahead of Sydney, LA, New York and, of course, London.



In the Wellington region, on the other hand, around 25.3% were born overseas according to our friends from Statistics NZ. So, we'd slide in before Paris and Stockholm and from a diversity point of view, we'd be just as cosmopolitan as these cities. In other words and in the context of my original statement, "Wellington is more diverse than Paris".



This certainly came as a surprise to me and underlined the importance of taking diversity into consideration when dealing with clients or other stakeholders. There were some great examples, during our group discussion; of past experiences and lessons learnt from dealing with diversity and that the cultural background may only be one aspect of it. Certainly, our cultural heritage shapes our behaviour and affects the way we do business, interact with one another and how we respond to certain stimuli.

For example, Europeans tend to look people in the eyes as a sign to convey trust, while in other cultures this may be considered as rude. In some countries, people wouldn't say 'no' as this is considered to be impolite and everyone who's ever been to Italy or Greece knows that 2 minutes may actually take a full hour.

From a different perspective, diversity can also be classified or arranged on personality traits, skill sets and expertise. Football teams, for example, tend to have tall defenders, fast wingers, technically skilled attackers and midfielders with vision and passing abilities. This approach enables teams (professional and sports teams alike) to come up with different inputs and solutions and this can be a significant source of competitive advantage.



Diversity is certainly a fascinating subject and I will continue my research on an antipasti platter, a combination of diverse foods working together towards one common goal. If you would like to test yourself for hidden bias, you can take the Implicit Association Test (IAT) that measures unconscious attitudes and beliefs <https://implicit.harvard.edu/implicit/takeatest.html>

## Articles of Interest

NZ Herald – Monday Jul 11, 2016

### Businesses urged to drop tall poppy syndrome



Executive chairman of KPMG New Zealand Ross Buckley.

Sitting on the judging panel of New Zealand's prestigious business awards gives Ross Buckley a chance to hear success stories from some of the country's most talented business leaders.

The executive chairman of KPMG New Zealand is one of nine judges on the main panel for this year's New Zealand International Business Awards (NZIBA), run by New Zealand Trade and Enterprise (NZTE).

The awards attracted a record number of entries this year, and the finalists will be announced on October 10.

"I like to see people putting their hand up to have their success recognised. It's really motivating and exciting to see the nominations come through," said Mr Buckley. He said these awards help encourage business leaders to overcome a false sense of humility and share their success stories with their peers. "Unfortunately tall poppy syndrome is still alive in New Zealand, which is a shame because it restricts a lot of people from getting external recognition," Mr Buckley said.

"There are too many great businesses and success stories below the radar that don't get a profile even though they are very successful at what they do."

He said a positive public profile is important for companies, especially when it comes to raising capital to fund offshore expansion.

This year marks the 50th anniversary of the NZIBA, which celebrate the success of New Zealand businesses on the world stage.

The judges for the awards get a preview of all finalists success stories - each finalist gives the judging panel a short presentation on their business, which is followed by a question and answer session.

As well as an overall supreme winner, nine awards are given for the categories which include Excellence in Leadership. This is awarded to an outstanding leadership team who have been instrumental in shaping their international strategy.

KPMG is the sponsor supporting this award category, and Mr Buckley said it will be awarded to a leadership team that successfully planned and achieved growth internationally.

He said he'll be looking for a leadership team that not only performs well, has a clear purpose and vision, but also has a good culture of innovation without a fear of failure.

"It's really important for organisations to embed an innovation culture and part of that is being able to try new things and encourage people to be innovative. Failing is not a bad thing, at least you tried and you have learned from it," said Mr Buckley.

He said successful leadership teams have combined skills and values that cover intellectual, emotional, cultural and digital intelligence. Intellectual intelligence is about being good at your chosen field of expertise, while emotional intelligence is about working well with others in a team, being open to feedback and having great self-awareness. "If you have good emotional intelligence, you're more aware of what's happening around you and therefore you make good judgement calls. You are going to be successful as an individual and as a combined team," Mr Buckley said.

New Zealand companies have sometimes been criticised for not knowing enough about markets they are entering, and Mr Buckley describes cultural intelligence as knowledge about customs and traditions and ways of doing business in offshore markets. We operate in a world without boundaries and even the New Zealand marketplace is multicultural therefore we need that cultural intelligence about the markets we are going into. "We operate in a world without boundaries and even the New Zealand marketplace is multicultural therefore we need that cultural intelligence about the markets we are going into," he said.

And Mr Buckley adds the fourth skillset of digital intelligence is a must on any leadership team. He said disruption to existing business models is due to the impact of digital developments - with the likes of Uber, Airbnb and giant online retailers creating successful businesses with few tangible assets.

"Digital is the enabler so if you're not up to speed with digital you're going to be at a disadvantage to your competitors," he said. "The speed of change is happening so quickly that if you have a gap in digital capability, then you've got to look at getting external help in some way till you can build or recruit your own capability." Mr Buckley said a successful leadership team would continually evaluate its combined skillsets and look for gaps to fill, either by up skilling existing team members, getting external advice or recruiting.

Then there are the curve balls that every leadership team is thrown from time to time. Companies approaching the judging panel for the awards will need to be able to answer questions about an unexpected event or scenario and how they dealt with it.

"Leadership teams need to be agile and make sure they are planning for unexpected scenarios, not just operating with their fingers crossed; because in today's world they face a lot of volatility, uncertainty, complexity and ambiguity," said Mr Buckley.

### **New Zealand International Business Awards**

Many of New Zealand's most iconic companies have been celebrated in the awards hall of fame over the past 50 years, including Tonka, Tip Top and the Apple and Pear Marketing Board (now ENZA).

To celebrate 50 years of business icons, a special exhibition has been created that will be on display at the awards ceremony in November.

ANZ has been the awards strategic partner since 2009. The awards other sponsors are KPMG, MFAT, Callaghan Innovation, Kotahi, MBIE, Te Puni Kōkiri and Treasury.

The awards finalists will be announced on October 10. To find out more about the awards visit [www.nziba.co.nz](http://www.nziba.co.nz)

- [NZ Herald](#)

*NZTE supplied content*

---

(Jamie Morton - NZ Herald's science reporter)

## (Richard Dawkins) NZ could be Trump-era 'Athens'

1:12 PM Friday Nov 11, 2016

A world-famous thinker says New Zealand could be the "Athens of the modern world" in a post-election love letter urging our country to gobble up the globe's brightest minds amid fallout from the US election and Brexit.

Writing for *Scientific American* alongside other prominent scientists [in a piece](#) reacting to Donald Trump's election win this week, Richard Dawkins wrote our "deeply civilised small nation" should try to lure top scientists from the UK and US eager to escape their countries.

The British ethologist and author of the book *The God Delusion* wrote how "the two largest nations in the English-speaking world have just suffered catastrophes at the hands of voters - in both cases the uneducated, anti-intellectual portion of voters".



President-elect Donald Trump. Photo / AP

Science in both countries would be hit "extremely hard".

"In the one case, by the xenophobically inspired severing of painstakingly built-up relationships with European partners; in the other case by the election of an unqualified, narcissistic, misogynistic sick joke as president. In neither case is the disaster going to be short-lived: in America because of the non-retirement rule of the Supreme Court; in Britain because Brexit is irreversible."

Dawkins wrote there were top scientists in the US and the UK - "talented, creative people, desperate to escape the redneck bigotry of their home countries".

"Dear New Zealand, you are a deeply civilized small nation, with a low population in a pair of beautiful, spacious islands," he wrote.

"You care about climate change, the future of the planet and other scientifically important issues."



Richard Dawkins. Photo / Supplied

He suggested the New Zealand should write to all American and British Nobel Prize winners, Fields medalists, Kyoto and Crafoord Prize and International Cosmos Prize winners, the Fellows of the Royal Society, the elite scientists in the National Academy of Sciences, the Fellows of the British Academy and similar bodies in America. "Offer them citizenship," Dawkins wrote.

The contribution that creative intellectuals could make to the prosperity and cultural life of a nation was out of all proportion to their numbers, he argued.

"You could make New Zealand the Athens of the modern world.

"Yes, dear New Zealand, I know it's an unrealistic, surreal pipe dream.

"But on the day after US election day, in the year of Brexit, the distinction between the surreal and the awfulness of the real seems to merge in a bad trip from which a pipe dream is the only refuge."

The letter comes as major media outlets like [Time magazine](#) and [The Guardian](#) are reporting a surge in people showing a fresh interest in moving to New Zealand.

Within just a 24-hour period, the Immigration New Zealand website received 56,300 visit from the US - up 2500 per cent from its daily average of 2,300 visits.

### If you value tolerance, 'NZ is the place for you'

Science commentator and Auckland University physicist Professor Shaun Hendy said many people were trying to "look for hope" in the developments that had happened in the UK and US in the last six months. "If you're a scientist, it's quite bewildering, really, that large parts of the Western world are backing candidates and voting for things that most scientists say are not based on evidence," Hendy said. "It really does seem like the use of evidence, the scientific process and the role of experts has been put on the scrap heap to come extent."

Hendy agreed that New Zealand, a small bicultural country with a strong tradition of liberal democracy, was a place that could set a good example.



Auckland University physicist and science commentator Professor Shaun Hendy welcomes Dawkins' suggestion. Photo / File

"We don't do everything perfectly, but I think in New Zealand, we do have a chance to be a bit of an exemplar to the rest of the world." He backed Dawkins' idea of bringing top thinkers here.

"If you want to come to a tolerant, civilised country that does hold science in high esteem, then New Zealand is the place for you."

But he noted the obvious point that New Zealand has limited funding for science. The Government this year included \$410.5 million in its Budget for science and innovation; that compared with the \$30 billion the US federal government spent on science last year. Victoria University climate scientist Dr James Renwick meanwhile disagreed with the notion that New Zealand's efforts to curb climate change should be revered.

"We might seem clean and green and on to climate change from the outside world, but if you actually come here, you'll find that our per-capita greenhouse gas emissions are pretty high," he said.

"And there really isn't any government policy around reducing emissions, it's all about trading in overseas credits."

**Do we really need more 'old white men'?**

Dawkins' letter however wasn't welcomed by one of New Zealand's best-known scientists, Dr Nicola Gaston, of Auckland University's Department of Physics.

"The idea that we should make an offer of citizenship to a group of privileged, wealthy, and overwhelmingly white scientists as 'intellectual refugees' when we have stubbornly refused to pull our weight in accepting non-white refugees despite serious recent need is obscene," she said.

"It also completely misses the point: we lead the world in measures of scientists per dollar or scientific productivity per dollar, and many scientists in New Zealand would certainly like to do better funded science."

Gaston, a former president of the New Zealand Association of Scientists and author of the book *Science is Sexist*, said while these refugees were welcome, they'd require money to do research if they were to come here for anything other than retirement.

"But a lot of New Zealand scientists are engaged in work that is addressing New Zealand specific needs, from our society to our ecology and broader environment, and those people - that knowledge - can not be replaced by international superstars." Kate Hannah, executive manager of Auckland University-based Centre of Research Excellence Te Punaha Matatini, also noted the talent pool Dawkins was suggesting New Zealand could draw upon was largely male.

"With New Zealand only just having managed to appoint its first two Maori women Fellows of the Royal Society of NZ, Linda Tuhiwai Smith and Jacinta Ruru, only a couple of weeks ago, I'm not sure that importing more old white men would indeed make for better science in New Zealand." Hannah added that with an international refugee crisis that was worse than that which followed World War 2, to suggest that New Zealand target those scientists who would already be eligible as skilled migrants - and whose status was discontented as opposed to refugee - seemed "morally repugnant".

"Right now, scientists in the UK and US might be worried, as many are, for the future of science in those countries," Hannah said. "But minorities are being actually targeted on the street, and the refugee numbers are increasing, is it right for New Zealand to focus on attracting those scientists who are largely very well protected by their status and privilege?"

- [NZ Herald](#)

## IMC Events Calendar 2017

Below are the provisional dates for our 2017 events. Make sure you pop the dates into your diary.

### Auckland Calendar

- Wednesday 22 February
- Wednesday 29 March
- Wednesday 12 April - AGM
- Wednesday 17 May
- Wednesday 28 June - International Consultant's Day
- Wednesday 26 July
- Wednesday 23 August
- Wednesday 20 September
- Wednesday 18 October
- Wednesday 22 November

### Wellington Calendar

- Thursday 16 February
- Thursday 16 March
- Wednesday 12 April - AGM
- Thursday 20 April
- Thursday 18 May
- Thursday 15 June
- Thursday 20 July
- Thursday 17 August
- Thursday 21 September
- Thursday 19 October
- Thursday 16 November

### Tauranga Calendar

Watch this space!

### Current Council Members

Noel Rodgers, President (Morrinsville)	<a href="mailto:noel@activebss.co.nz">noel@activebss.co.nz</a>
Terry Hoskins, Immediate Past President (Auckland)	<a href="mailto:terry.hoskins@approach.co.nz">terry.hoskins@approach.co.nz</a>
Robyn Barnes, Vice President (Auckland)	<a href="mailto:robyn@scalefreenetworks.com">robyn@scalefreenetworks.com</a>
Philip Cox, Treasurer (Wellington)	<a href="mailto:philipcox@orcon.net.nz">philipcox@orcon.net.nz</a>
Andrew Marr (Auckland)	<a href="mailto:andrew@marr.co.nz">andrew@marr.co.nz</a>
Ian Abrahams (Wellington)	<a href="mailto:ian@ipaconsulting.co.nz">ian@ipaconsulting.co.nz</a>
Karen Clarke (Wellington)	<a href="mailto:karen@karenclarkenz.com">karen@karenclarkenz.com</a>
Suzanne Barley, National Secretary (Auckland)	<a href="mailto:info@imcnz.org">info@imcnz.org</a>
Iain Matheson (Wellington)	<a href="mailto:iain@mathesonassociates.co.nz">iain@mathesonassociates.co.nz</a>