

Out of Scope

From: Melleny Black <Melleny.Black@mbie.govt.nz>
Sent: Thursday, January 20, 2022 10:37 AM
To: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Cc: Anya Henarath <Anya.Henarath@mbie.govt.nz>; Marina Barnett <Marina.Barnett@mbie.govt.nz>; Melanie Porter <Melanie.Porter@mbie.govt.nz>
Subject: RE: Funding approval - Pakeha Project development programme [UNCLASSIFIED]

Thanks Daksha – well done. s 9(2)(a) will be very happy and we've already discussed the conditions on the funding support – although you meeting with her to make clear what L&D need will be important.

I'll also be setting an expectation that s 9(2)(a) shares some specific learnings with people in SPP – possibly at SPP wider LT or something like that (Mel – let me know what you think).

M

From: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Sent: Thursday, 20 January 2022 9:36 AM
To: Melleny Black <Melleny.Black@mbie.govt.nz>
Cc: Anya Henarath <Anya.Henarath@mbie.govt.nz>; Marina Barnett <Marina.Barnett@mbie.govt.nz>; Melanie Porter <Melanie.Porter@mbie.govt.nz>
Subject: Funding approval - Pakeha Project development programme

Morena team,

I am pleased to advise that L&D have agreed to contribute \$5850 + gst, so half of the costs towards s 9(2)(a) participating in the Pakeha Project Development Programme.

This will come from the L&D budget directly, i.e. not from Skills Pledge or Development Fund allocation. The cost centre for L&D's contribution will be 3923.

This is on the agreement that s 9(2)(a) will work with me/our I&D leads to provide feedback on the programme throughout, as noted below, to help us assess how it fits within our I&D strategy – I will be in touch with s 9(2)(a) to put some structure around in advance of the programme commencing.

I am very pleased we were able to make this happen, and look forward to hearing of s 9(2)(a) experiences.

Daksha

Daksha Patel *(She, Her)*

SENIOR ADVISOR, LEARNING AND DEVELOPMENT

People & Culture – Tikanga Tangata

Corporate, Governance & Information - Ngā Pou o te Taumaru

Ministry of Business, Innovation & Employment - Hīkina Whakatutuki

NZBN 9429000106078

From: Sarah Ball <Sarah.Ball@mbie.govt.nz>
Sent: Thursday, 20 January 2022 8:52 AM
To: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Cc: Marina Barnett <Marina.Barnett@mbie.govt.nz>; Sripriya Somasekhar <Sripriya.Somasekhar@mbie.govt.nz>
Subject: RE: Skills Pledge funding consideration - Pakeha Project development programme

Kia ora Daksha,

Individual attendance at learning programmes is generally funded through branch and group L&D budgets, or alternatively, the Development Fund, however we have made an exception on this occasion due to the close alignment of this programme with our current I&D priority initiatives and the opportunity it provides us to assess the suitability of this programme for MBIE, via feedback from s 9(2)(a) on her experience.

To provide the necessary rigour to this evaluation, can you please meet with s 9(2)(a) before, during and after the programme to identify her learning goals and to assess how the programme supports her to achieve them, and report back to Priya on this.

The cost centre for L&D's contribution will be 3923.

Ngā mihi,
Sarah

Sarah Ball (she/her/Ms*)
MANAGER TALENT AND DEVELOPMENT

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sarah.ball@mbie.govt.nz | Telephone: +64 (0) 4 901 6198 | Mobile: s 9(2)(a)
Level 3, 15 Stout St, Wellington 6011

*Find out more information about how sharing pronouns can help to create a sense of belonging and respect [here](#)

From: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Sent: Wednesday, 19 January 2022 1:53 PM
To: Sarah Ball <Sarah.Ball@mbie.govt.nz>
Cc: Marina Barnett <Marina.Barnett@mbie.govt.nz>
Subject: RE: Skills Pledge funding consideration - Pakeha Project development programme

Hi Sarah

Mel has since suggested that SPP and L&D could go halves on the costs - so up to \$5,850 plus GST? the SPP contribution would come from her own cost centre 1260.

Daksha

From: Sarah Ball <Sarah.Ball@mbie.govt.nz>
Sent: Wednesday, 19 January 2022 11:23 AM

To: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Cc: Marina Barnett <Marina.Barnett@mbie.govt.nz>
Subject: RE: Skills Pledge funding consideration - Pakeha Project development programme

Thanks Daksha. So what does that mean in terms of what they are asking from L&D – what actual dollar amount do they need?

Ngā mihi,
Sarah

Sarah Ball (she/her/Ms*)
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From: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Sent: Wednesday, 19 January 2022 11:21 AM
To: Sarah Ball <Sarah.Ball@mbie.govt.nz>; Marina Barnett <Marina.Barnett@mbie.govt.nz>
Cc: Suzy Stubbs <Suzy.Stubbs@mbie.govt.nz>
Subject: RE: Skills Pledge funding consideration - Pakeha Project development programme

Hi Team, I have checked with the finance business partner again and the relevant branch is currently on track with their forecast spend, and anticipated to meet or exceed this over all for the year.

From: Sarah Ball <Sarah.Ball@mbie.govt.nz>
Sent: Monday, 17 January 2022 2:51 PM
To: Daksha Patel <Daksha.Patel@mbie.govt.nz>; Marina Barnett <Marina.Barnett@mbie.govt.nz>
Cc: Suzy Stubbs <Suzy.Stubbs@mbie.govt.nz>
Subject: RE: Skills Pledge funding consideration - Pakeha Project development programme

Kia ora Daksha,

Do you know what level of funding support SPP is looking for?

As you know, we can't use the Skills Pledge funding for this, however we could look and see whether we have an underspend elsewhere in the L&D budget that we could use for this, but we'd need to know the level of support being sought.

I assume you have already looked at the SPP L&D budget and that there is no underspend there?

Ngā mihi,
Sarah

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From: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Sent: Monday, 17 January 2022 2:33 PM
To: Marina Barnett <Marina.Barnett@mbie.govt.nz>; Sarah Ball <Sarah.Ball@mbie.govt.nz>
Cc: Suzy Stubbs <Suzy.Stubbs@mbie.govt.nz>
Subject: RE: Skills Pledge funding consideration - Pakeha Project development programme

Kia Ora team,
are there any options to have partial funding for s 9(2)(a) to participate in the Pakeha Project development programme come from either the L&D or T&D budget, with SPP funding the remainder from their L&D budget allocations?

I have had a catch up with Suzy and we agreed it would be unfair/inconsistent for other applicants, if we were to consider the Development Fund early, to assist with the cost of s 9(2)(a) attending the Pakeha Project development programme this year.

It would also be a missed opportunity to have s 9(2)(a) wait to for the Development Fund to open in August and then attend the programme a whole year from now, in 2023.

The benefits of having an MBIE participant would be far reaching. As outlined earlier, an MBIE participant would be a great way to 'pilot' the programme and get insight in to its suitability for ongoing leader development as part of MBIEs I&D strategy, an idea that is endorsed by our I&D leads.

If SPP were to self-fund the programme entirely, there would be no obligation for the participant to provide feedback and insights to us about their experience.

I believe the benefits of us contributing to funding of this programme are well outlined in the correspondence attached, however, please don't hesitate to reach out should you require further information.

thank you
Daksha

From: Daksha Patel
Sent: Wednesday, 23 March 2022 5:45 pm
To: Suzy Stubbs;Gayla Falvey;Antonia Hunt
Subject: Pakeha Project Learner experience evaluation - first draft

Hi team its been a while we since we talked about this, but I've finally pulled together a first draft evaluation for s 9(2)(a) experience in the Pakeha Project. I've split this across initial lost learning/reactionary evaluation, and longer term, application/org relevant evaluation, with the intention that I share both sets of questions with s 9(2)(a) so that s 9(2)(a) can provide initial feedback after each event, and longer term feedback as s 9(2)(a) goes on the journey, processes and applies s 9(2)(a) learning.

Given its Just one person I'll likely just send it in word format or save in mako somewhere rather than set the whole thing up in Survey Monkey.

Pakeha Project Learner Experience Evaluation Draft .docx
<https://mako.wd.govt.nz/otcs/lisapi.dll/link/123162617>

When you have a chance, please take a look and let me know your suggestions/thoughts etc – the first workshop is next week :)

Nga mihi o te po,

Daksha

Daksha Patel *(She, Her)*

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Corporate, Governance & Information - Ngā Pou o te Taumarau
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Pakeha Project Learner Experience Evaluation

The purpose of the evaluation is to take feedback from **s 9(2)(a)** participation in the program to assess the experience (not the learner) for its suitability to be part of the I&D journey for MBIE leaders.

Post event evaluation survey – to be completed 1-2 weeks after each event in the programme

My learning was enhanced by the knowledge and experiences shared by the facilitator or in the online learning.

Not at all 3 4 5 Definitely

Comments:

I have observed a notable behaviour change in myself as a result of this learning.

Scale: 1: No > 5: Yes

No 3 4 5 Yes

Comments:

The learning gave me new insights in doing my job differently to get to better outcomes.

Not at all 3 4 5 Definitely

The events and resources catered for diverse learning styles and ability

Scale: 1: Not at all > 5: Definitely

Not at all 3 4 5 Definitely

Comments:

I'm still in the stage of working out the 'what' of the work – though I am currently focused on how to introduce alternative/Te Ao Maori frameworks to my team and branch, which I would not have focused on if I hadn't been doing this course.

What did you find most useful about the learning, and why?

Comments:

Opening my eyes to new world views, as well as clarifying my own.

What did you find least useful about the learning, and why?

Comments:

Not 'least useful' but recognising the challenge of this type of work and wondering how I keep myself safe during it.

What challenges are you facing around implementing your learning (if any)? What else do you need, to make the most of your learning?

Comments:

Programme suitability evaluation questions – to be shared early on, reflected on and discussed ongoing throughout the programme.

- Is the programme pitched well? How well does it reach the target audience?
- How well does the programme deliver on its learning objectives, and what is that experience like?
- How does the learning support your development and/or leadership journey – and is there clear pathway ahead?
- Who at MBIE would be best suited to this programme, and at what stage of a) their career B) their leadership journey?
- Is the programme an alternative/complementary option when compared to Beyond Diversity /Wall Walk / other leadership and I&D offerings at MBIE? and in what way/s?
- How useful was it to collaborate with other people from different business groups or organisations?
- How does the learning align to the MBIE I&D journey, values and priorities?
- Who is the programme best for, when considering the content the level of detail and the duration?
- Would you recommend the experience to others at MBIE?

From: Sarah Ball
Sent: Tuesday, 20 December 2022 8:25 am
To: Daksha Patel
Subject: RE: Pākehā project [UNCLASSIFIED]

Thanks for flagging this Daksha. I will pick this up in the New Year.

Nāku noa, nā,
Sarah

Sarah Ball (she/her/Ms*)
MANAGER TALENT AND DEVELOPMENT

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Level 3, 15 Stout St, Wellington 6011

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From: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Sent: Friday, 16 December 2022 2:49 PM
To: Sarah Ball <Sarah.Ball@mbie.govt.nz>
Subject: FW: Pākehā project [UNCLASSIFIED]

Hi Sarah is this something your team may be interested in joining us to hear about from s 9(2)(a) ?
As you know, we partially funded s 9(2)(a) participation in Pakeha Project

Daksha

From: Marina Barnett <Marina.Barnett@mbie.govt.nz>
Sent: Friday, 16 December 2022 1:58 PM
To: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Subject: RE: Pākehā project [UNCLASSIFIED]

Sounds good to me but you might want to ask Sarah?

Ngā mihi,

Marina

Marina Barnett (she/her*)
LEARNING AND DEVELOPMENT MANAGER

Tikanga Tangata – People & Culture
Nga Pou o te Taumarū
Hīkina Whakatutuki - Ministry of Business, Innovation & Employment

*If you're wondering about the use of the pronouns she/her on this signature, [read this article](#) about how sharing pronouns in this way can help create an inclusive and safe environment for transgender and nonbinary colleagues.

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Mon	Tues	Wed	Thurs	Fri
	✓	✓	✓	

✓ = In the office = Working from home

From: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Sent: Friday, 16 December 2022 12:38 pm
To: Marina Barnett <Marina.Barnett@mbie.govt.nz>
Subject: FW: Pākehā project [UNCLASSIFIED]

I think this is a great idea, perhaps with T&D as well?

From: s 9(2)(a) <[@mbie.govt.nz](mailto: @mbie.govt.nz)>
Sent: Friday, 16 December 2022 12:02 PM
To: Daksha Patel <Daksha.Patel@mbie.govt.nz>
Cc: Kirsty Flannagan <Kirsty.Flannagan@mbie.govt.nz>
Subject: Pākehā project [UNCLASSIFIED]

Hi Daksha

I shared my journey on the Pākehā project with my branch recently – it took about 45 minutes, including a bit of engagement with people who asked questions/made contributions. I walked the branch through why I signed up to the course, some of the things I found challenging, and what I've come away with – using my pepeha as a centre piece. It seemed to go really well and people have since been coming up to me asking more or sharing more about their own journeys to support Te Tiriti. If you'd be at all interested I would be happy to do something similar with you and your team, or indeed any other team that you think might be interested in a view on what it takes to be a better partner to support the Māori-Crown partnership.

Noho ora mai
s 9(2)(a)

s 9(2)(a)

s 9(2)(a)

[Redacted] | Strategic Policy and Programmes Group
Ministry of Business, Innovation & Employment

My strengths: [Empathy](#) | [Developer](#) | [Individualization](#) | [Connectedness](#) | [Positivity](#)

s 9(2)(a) [@mbie.govt.nz](mailto: @mbie.govt.nz) | DDI: s 9(2)(a)

Working at MBIE? Check out our webpage on [Regulatory Stewardship](#)





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