



Winter 2017

KONNECTIONS

KPMG NEW ZEALAND'S MAGAZINE FOR OUR ALUMNI

Building



*The KPMG
Journey*

the Blue

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Kia ora

Welcome to the latest edition of *Konnections*

Over the years, as we've interviewed various alumni for *Konnections*, they almost always mention the unique culture at KPMG. Some even say they can recognise 'the KPMG way' in others, when they meet clients or colleagues who've also come through the firm.

So in this issue of the magazine, we decided to delve a little deeper into our culture...to lift the bonnet and take a look under the hood. What is that 'secret sauce' that makes us KPMG?

Firstly, our purpose of Fuelling New Zealand's Prosperity underpins our culture, and everything we do. Many people join us because they're attracted to the opportunity to achieve some great things for New Zealand, by working together with other talented and like-minded people.

In order to achieve this purpose, we're committed to building great business leaders. That's why we invest in developing our people, so they're equipped to make a real difference via the work they do – whether that's achieving great results for our clients and our communities, or working within companies throughout New Zealand.

You'll find two great examples of business leaders featured in this issue of *Konnections*. We were very proud to see our alumni, Kate Jorgensen and Sean Kam, take two of the three finalist spots in the 2017 CFO of the Year Awards. You can meet Kate and Sean on page 02 – 05.

They're both highly-accomplished in their careers, but they also have great people skills and the ability to inspire a team. Those are also traits we highly value at KPMG...because a great culture is reflected in the way we relate to each other. You can read about our Building the Blue culture-change programme in this issue; as well as our initiatives to promote diversity and inclusion.

Finally, we also share some fascinating insights from our 2017 CEO Outlook Survey. For instance, did you know that 96% of New Zealand CEOs are confident about their growth prospects over the next three years (compared to 83% of global CEOs). When it comes to New Zealand's place in the world, as Team New Zealand has shown us recently, we have plenty to feel positive about.

Thanks for sharing in our stories, and we hope you enjoy the read.



Ross Buckley
Executive Chairman



Godfrey Boyce
Chief Executive



Aaron Woolsey
Alumni Partner



Ross Buckley

Godfrey Boyce

Aaron Woolsey

Outstanding Alumni

CFO Awards 2017 finalists

In the 2017 CFO Awards, we were thrilled to see two of our KPMG alumni announced as finalists in the CFO of the Year category. We caught up with **Kate Jorgensen** and **Sean Kam** to congratulate them – and gain some insights into how they have built their stellar careers.



Kate Jorgensen is the CFO of KiwiRail, where she oversees a team of 150+ and is responsible for multiple portfolios. Prior to KiwiRail, Kate worked for Fletcher Building for six years, where she held several senior commercial roles.



Sean Kam is the CFO of Partners Life, a highly successful newcomer to the local life insurance scene. Sean has been instrumental in the company's phenomenal growth since its inception in 2012 and, last year, led the \$200m capital investment by Blackstone, the world's largest alternative asset manager.

Kate Jorgensen

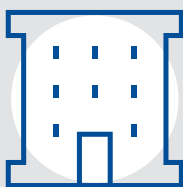
Now: CFO of KiwiRail
With KPMG: Auckland office, 1997–2008



You have an extensive portfolio at KiwiRail (spanning financial strategy, property, IT, legal, sustainability, procurement and government relations). What's the key to balancing this well?

"The first thing is to make sure you put a really good team around you – and my people are just exceptional, they really are. The next thing is to give your capable and talented people sufficient autonomy to go do their jobs.

"With a number of competing priorities, you need to focus on the key issues. And once you move into that space, you are freed up. I'm here as the back-stop, and there are appropriate controls, and all I'm doing is helping my team problem-solve issues when needed. We've had an amazing capability push right throughout the business."



You've worked in both construction and transport – what appeals to you about those industries?

"They're about real people, doing real things. As an exec team, we can be out on site in our work boots in the morning, then debating in the boardroom in the afternoon. It's a very real environment, and that's what appeals to me.

"The concrete guys used to say 'concrete runs in your veins'. And the rail guys are the same; they just love rail!

"These kinds of company also do really important work. When I was at Fletcher, the guys in the concrete plants were getting up at 3am to batch concrete for the Christchurch rebuild. And our guys at KiwiRail will get up at 3am to fix a problem so our Auckland commuters can get to work."



What did receiving the CFO Award accolade mean to you?

"I felt it was a really nice recognition of the team I've built around me, and everyone who's played a part in getting me to where I am.

"I'm proud of the way we're driving very hard commercial outcomes at KiwiRail – we're committing to our numbers and we're achieving them. So the award was also a great moment for the company: for us to be recognised for the work we've been doing. The CFO is only as successful as is the rest of the business."





What were the key skills you learned at KPMG?

"I don't think you realise the depth of skills you learn until later. Being in a professional practice in the first part of your career is hugely influential for how you conduct yourself going forward.

"As a junior auditor dealing with senior clients, I learned to frame my argument clearly and calmly, and constructively work towards an outcome that's successful for everyone.

"KPMG does teach you how to become resilient. You have a lot of competing priorities; you're managing a lot of different things at once – and the firm does put a lot of investment into helping you manage that. I loved my time at KPMG and I think it prepared me with skills that have made me successful in industry."



What is your advice to aspiring female CFOs?

"It's what I say to everyone – state your arguments calmly and clearly, stay focused and to the point, and you'll be successful. My experience is that I've always been heard by my peers.

"When I was at KPMG, there were three senior women leaders with very different styles and ways of working, and all of them were highly successful. That flagged to me that there's no single way to do it. Find the path that works for you, and the organisation that will work with you."



How do you see the role of the CFO evolving in the future?

"I think digital disruption and automation will definitely impact on the role of the CFO, and how we work. But, ultimately, there will always be judgement required in linking up the business activity to the financials.

"Right at the start of my career, I worked on an SFO fraud case where elderly victims had been defrauded of their life savings. That fraud happened because nobody asked the right questions. That has always stayed with me. As CFOs, we can't ever forget that we are the guardians for the financials of the company.

"But there's a way to do that while still acting as an enabler for the business. I think the successful CFOs today have a strong partnership with the exec – we're there to support them, and the CEO, and enable transformation within the business."

Sean Kam

Now: CFO of Partners Life (and KPMG Audit client)
With KPMG: Auckland office, 1988–1991



Partners Life was a start-up when you joined in 2012. What attracts you to fast-growth companies?

"It's the excitement of doing something new every day – and having the freedom to embrace new ideas and forge new ways of doing things, rather than being hampered by legacy processes. It also means you're facing challenges that other established businesses don't have; you're always out of your comfort zone and there are never enough hours in the day.

"Personally, I really enjoy everything about it. But I get that it's not for everyone. If you want to work nine-to-five and tick the boxes every day, then a start-up or high-growth company is not for you."



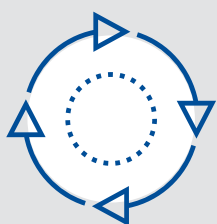


How did the Partners Life opportunity come about?

"My previous role was CFO of NZX-listed Heartland Bank. Creating Heartland was a really interesting challenge involving \$2b of M&A and capital-raising activities... including a \$100m acquisition of the PGG Wrightson finance book, and I think we did the largest-ever NZX rights issue of \$273m. I'd come to the end of that transformational change process, and I was ready for the next challenge.

"I'd decided to take some time out for a break but, literally, on the day of my stock exchange announcement, I got a phone call saying Naomi Ballantyne and the Coon brothers had just started up Partners Life and were looking for an innovative CFO.

"I knew that was a once-in-a-lifetime opportunity to work with such incredible people so I didn't hesitate. Though it did mean I never got to take that break...!"

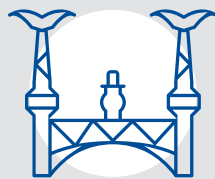


Tell us about the Blackstone transaction.

"It is probably the keynote transaction of my career. It was a \$200m minority investment by Blackstone, which is the largest alternative asset manager in the world, with US\$368b of assets under management. So it was really exciting to be able to roadshow and market our company to the world.

"The transaction itself was incredibly complex and the time frame ran well beyond anything we had anticipated. It required a lot of thinking outside the box in terms of structuring,

process and project management. We also knew the Blackstone guys would be board partners at the end of this, so we had to negotiate hard but also protect our ongoing working relationship. When the deal was completed, one of the key deal negotiators came over and we each said to the other, 'You're a hard negotiator' – then we shook hands and had a beer."



In the early '90s, you spent five months with KPMG in Budapest. What was that like?

"That was a fantastic experience. We were helping state-owned enterprises to privatise just after the Berlin Wall had come down. It was the fledgling period when all the CA firms were competing for a land grab. Introducing the Hungarians to IFRS accounting was pretty interesting – their average accounts receivable balances were aged 120 days. But getting around the language barriers and getting to know them as people was the best part of that."



Do you believe relationship skills are important for a CFO?

"Absolutely. I think interpersonal relationships are the most important thing in your career – it's what will differentiate you. Most of the top roles aren't advertised; people will reach out to you only if you have the reputation and the networks.

"As an accountant, I believe in the truth of the numbers but I think, these days, a CFO has to be more than that. You need to be an advocate for the business and an

enabler. Traditionally, the CFO has been the 'no' man. And I'd advocate to all aspiring and existing CFOs to find a way to be the 'yes' man, to be an accelerator for your business rather than the handbrake. So you're always thinking: what's the next challenge ahead, how can we achieve it, and what levers do we need to pull to get us to the end-game?"



What are your memories and ongoing links with KPMG?

"My years at KPMG were where I cut my teeth. It gave me a fantastic grounding in financial services that set me up for the rest of my career. When I hire people now, I always look for CA experience on their CVs – that rounded experience and the disciplines you learn are just invaluable.

"Some of the friendships I made at KPMG have lasted a lifetime. If I ever need career advice, I know I can call up the partners for a chat. Building relationships from within the alumni network has also been invaluable from a career perspective and for connections to the business."



Introducing our new leaders

**They'll help you build,
protect and realise value**

We understand that business is more than just transactions – it's about people and the strength of relationships. Whatever your size, wherever you're based, we're passionate about fuelling the prosperity of New Zealand.

Contact our new leaders directly.



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Building the Blue



The year was 2008, the world was grappling with the Global Finance Crisis... and KPMG New Zealand decided to embark on a bold new path.

While many firms were shrinking in size and cutting back staff, KPMG decided to do the opposite. The firm set bold new growth targets, and embarked on a journey of culture-change to support it.

Dubbed “Building the Blue”, this programme was all about equipping people to grow the business in a positive way. The word blue is Human Synergistics shorthand for a set of desirable behaviours — ones that are constructive and collaborative. Former All Black captain Richie McCaw, for example, used to talk about ‘walking into the blue’.

As Kerry Butler, KPMG’s Head of People, Performance & Culture (PPC), explains:

“The All Blacks are highly competitive and are always driving forward, but their focus is always on achievement rather than the negative aspects of competitiveness.

“We could see how this values-based culture would align strongly with our endeavours as a professional services firm. It’s about valuing relationships – and always acting with integrity and fairness – which will then underpin your success in a commercial sense.”

On an individual basis, behavioural profiling and training equips people to deal positively with workplace challenges.

“For example, there might be a young audit manager who is working offsite and becomes faced with a difficult client. This framework gives them guidance on how to tackle challenging situations in a positive, balanced and assertive way.”

It also provides a ‘shared language’ when resolving interpersonal disputes, says Kerry.

“Part of my role involves talking with people who may be in conflict. We’re able to ask them, ‘what would be the blue way forward here?’”

Louise Gilbert, Senior Manager of Learning & Development, says being able to interact well with others has become a must-have skill for employees.

“Traditionally, employees were valued for their technical abilities – now we need to recognise and value individuals who are well-rounded.

The ‘how’ we work is equally as important as the ‘what’ we deliver.”

The power of Human Synergistic frameworks, says Louise, is that they provide a proven method for navigating the often deep and murky waters of human relationships.

“It helps us understand how we are all different...with diverse personalities and ways of relating to others. Having that knowledge enables us to work together in a complementary way.”

To ensure the cultural journey is led from the top, all KPMG Managers undergo full training in the LSI programme. Every new recruit to KPMG is provided with LSI Level 1 training as part of their induction. When they become a manager, they are invited to complete the next level, which includes upward feedback and a report on their individual journey.

Another key benefit, says Kerry Butler, is that it provides common ground for the many diverse cultures within KPMG.

“Modern employers should be way past the point where they say ‘everyone should fit in with the Kiwi way of doing things’. In Asian culture, for instance, it may be inappropriate to show assertive behaviour in certain situations. Building the Blue allows everyone to find their own way towards the behaviours and outcomes we want to achieve.”



Kerry Butler

Director – Head of People, Performance & Culture

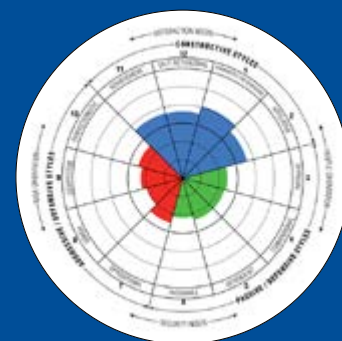


Louise Gilbert

Senior Manager of L&D, PPC

How it works: KPMG’s LSI programme

The Life Styles Inventory™ (LSI) is an organisational tool that uses both self-assessment and colleague feedback to identify individual thinking and behavioural styles.



The LSI has three parts:

1. LSI 1 (self-description): The individual self-assesses their thinking styles, personal effectiveness and satisfaction at work and home.
2. LSI 2 (others’ descriptions): Up to 12 of the individual’s peers, managers and/or subordinates provide feedback on their behaviour and effectiveness.
3. The data collected is processed electronically – and the results of the two are compared to identify the individual’s confirmed strengths, unrecognised strengths, blind spots and stumbling blocks.

The results and any recommendations are then presented to the individual in a comprehensive, confidential report. A Human Synergistics accredited practitioner guides them through the findings, and helps them to develop a strategy to change the way they think and, therefore, behave.

The tone from the top

Interview with KPMG's Executive Chairman

Ross Buckley reflects on KPMG's journey in Building the Blue – and how it has positively impacted relationships, both within the firm and with clients. He also reveals some insights into his own behavioural traits.



Q: Why is it important for KPMG to invest in building a great culture?

"For us, it's very closely linked to KPMG's wider purpose of Fuelling New Zealand's Prosperity. To achieve that goal, a big part of that is investing in our people and building better business leaders. These are the people who will really have an impact on the future of New Zealand – both from within KPMG, and our alumni who are out there contributing to New Zealand's success in whatever role they play. "Building a strong culture also means we can achieve more as a team. In the work we're doing with our clients every day – helping them to build, protect and realise value – having that shared sense of direction enhances productivity and drives optimal outcomes."

Q: You believe there are four 'Qs' to effective leadership... can you explain?

"Everyone knows about IQ and EQ...but I also add two more. I believe we need high levels of Cultural Intelligence (or "CQ"), because we now live in such a diverse and multicultural world. A person with high CQ has the ability to relate well to people from all cultures. The fourth component is Digital Intelligence (DQ). Technology is such an intrinsic part of our lives now; we need to be very aware of how we're using it, and the impact it has."

Q: Since the introduction of Building the Blue (BTB), what differences have you seen within the firm?

"I'm a huge supporter of Building the Blue....I think it's truly become our operating style at KPMG. Where I see the biggest benefit is the positive impact it's had on our relationships – both within the firm, and with our clients. "I love that it's a continuous cycle of self-improvement. By understanding our strengths and weaknesses, there's always scope to do better and perform better. If you think you're doing everything perfectly, then you probably have a self-awareness issue!"

Q: How does KPMG's 'blue culture' impact your client relationships?

"Firstly, we've really embraced the constructive-collaborative way of working. We're more proactive about working shoulder-to-shoulder with our clients...their issues are our issues. There are many examples where we've seen our clients achieve their goals, resolve complex issues and meet their deadlines; and it's been because of that joint effort approach.

"Another part of the blue culture is to be encouraging of other people. For me, that's all about investing in people and showing that you have their best interests at heart. For example, we sat down with a major client and said 'you've got some great talent in your head office, but there's a bottle-neck on their career progression. Why don't you send them out to your subsidiaries where they can gain senior experience and then bring it back in.' Our client really appreciated that advice, although it may have been unexpected.

"The other aspect is that we're a lot more open and candid now in our conversations. Part of BTB is being prepared to deliver a hard message when required – rather than being passive and avoiding the difficult conversations, which I think tends to be the Kiwi psyche. We need to get over that because ultimately, constructive and timely feedback will only take you onwards and upwards."

Q: You talk about KPMG providing feedback that's "constructive, open, honest and timely". How do clients respond to it?

"When I did it the first time with a CFO client, about 6 or 7 years ago, he was taken aback and possibly a bit offended that we would be so open with respect to feedback about him and his team. But then he phoned me two weeks later and said 'Ross, the feedback you gave me was spot-on, so thank you for that'. Now he asks for a feedback session every year.

"When you deliver the message well – or you're on the receiving end of it done well – there's nothing to be afraid of. I like to structure the message in a way that's 'commend, recommend, commend'.

"It's also a two-way street. Our clients feel they can give us honest feedback about how we're performing. Again, that can only improve the quality of the work we do, as well as strengthen the client relationship and our role as a trusted advisor."

Q: How does BTB help you relate to each other within the firm?

"BTB gives us a common language. We've all been through the LSI 1 programme...from our most senior Partners to our newest graduates.

"We don't have to wait for a six-monthly appraisal to sit down and give feedback to each other...we can do it anytime. For instance, when we come out of client meeting, we'll often have an informal team debrief. We'll talk about what we did well as a team, and where we could improve; and then do the same individual by individual.

"Our people are pretty comfortable with having those kind of conversations... it's just become the norm."



Q: What did your own LSI profile reveal about you?

"It showed that I can be quite competitive, which is true. I'm working on channelling that into more blue [constructive] behaviours as opposed to red [aggressive] ones. My original profile showed I had a tendency for approval-seeking. That would sometimes manifest in that I'd look to make consensus-based decisions, when I was actually in a position to make the decision myself and people would expect me to do so.

"Other blue traits are the 'humanistic' behaviours, which are about supporting others. For example, a big part of my role is making sure that every Partner in the firm feels supported. So if a Partner ever needs to talk with me – whether it's about a personal issue or a work issue – I've asked my EA to clear my diary so I can be there for them.

"Overall my LSI2 would suggest I'm doing pretty well in the sphere of building relationships. But like I said, there's always room for improvement..!"



Ross Buckley
Executive Chairman

“Building a culture of trust and collaboration”: the focus of Kiwi CEOs

It's official: Kiwi CEOs are more open to new ideas – and are more committed to building trust with their consumers – than their international counterparts.

These are just some of the positive differences inherent in the culture of our Kiwi companies, as highlighted by the findings in the **2017 KPMG New Zealand CEO Outlook Survey**. We compared the views of the 51 Kiwi business leaders against the 2,000 international CEOs who took part in the KPMG Global Survey.



Our own Chief Executive, Godfrey Boyce, reflects on some of the findings here. He also shares his views on other topical issues – such as why the public is losing trust in big business, and the growing inequality gap.



98%

of New Zealand CEOs agree that they're more open to new influences and new collaborations than at any other point in their career



70%

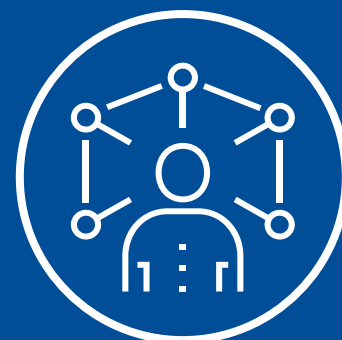
of Global CEOs agree that they're more open to new influences and new collaborations than at any other point in their career

"This is definitely reflected in our journey at KPMG over the past three years. We're now in an environment where we're considering a greater level of new business investment, alliances and growth initiatives than we ever have before. We've become more open to new ways of doing business, new offerings and new technologies.

"And while that's exciting, it does create a lot of competing priorities; so it has to be managed astutely. It means being very clear around three things before you even step into an investment: what is the benchmark return, how it will

be measured post-investment, and what are your timeframes for meeting those thresholds.

"We're first to admit that we've tried some things at KPMG that haven't worked. But we learn from those, and it only helps to refine and improve our game-plan. What's more important is that we've definitely stayed the course in terms of our over-arching strategy for growth – which is to understand the markets in front of us, and deliver on what those markets want. And that's seen us grow revenue year-on-year, and increase our headcount by 20%."



"One example of our new alliances is The Performance Clinic, which KPMG launched last year. It's a business that helps organisations focus on the health and well-being of their executive teams and wider employee groups – with the aim of building personal resilience. They go into an organisation and do health and well-being assessments; then set up programmes to help people achieve that personal balance, so they can bring their best to the work environment.

"If you'd asked me two years ago, I wouldn't have associated this kind of offering with KPMG or our brand. But there's clearly a real market for this, and it enhances the relationship with our corporate clients in ways we wouldn't have imagined before. So it's the perfect example of what can happen when you're adaptable, and open to creating these natural adjacencies to your core business."



100%

of NZ CEOs feel an increase in responsibility to represent the best interests of the consumer



70%

of global CEOs feel an increase in responsibility to represent the best interests of the consumer

“It was great to see Kiwi CEOs reflecting this...being customer-centric is a really valuable attribute. It means you’re looking at the products and services you’re providing into the market, and ensuring that you are placing the customer front and centre. And everything fits around that, including your sales culture and internal incentives. Your focus and metrics are all about getting the right answer

for the customer. As an overall ethos, that can be hugely powerful.

“If you’re not doing that - or you’re giving mixed messages to your customers - that ultimately undermines trust. We can all remember the Gold Coast theme park tragedy, and the way the company responded in the immediate aftermath. That set a course that made it almost

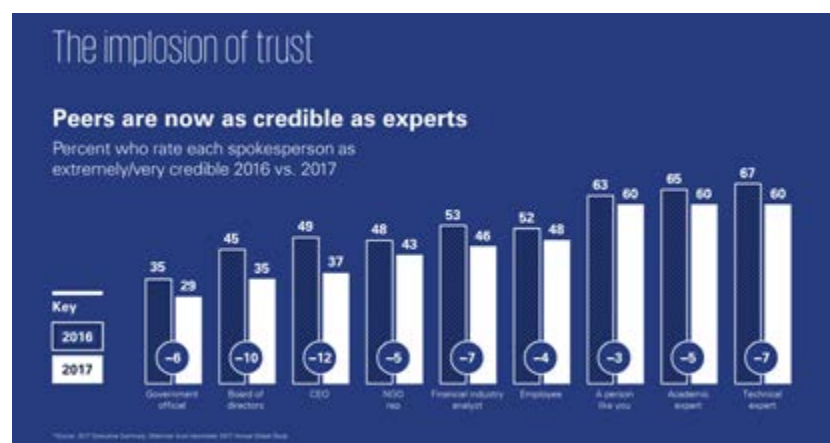
impossible for them to come back in terms of trust, with both their customers and the wider public.

“That is a fairly extreme example, but you do see that playing out across different industries over time. Being able to respond to failure, in whatever form that takes – and responding in a way that shows you care about the impact on others – is fundamentally important.”

Where has the trust gone?

“We’re now in an environment, particularly among consumers, where there is a deep distrust of big business and leaders – be they businesspeople, politicians, institutions and even the media. This is a really serious, topical issue...we’re certainly seeing it internationally, and it’s slowly becoming more obvious in New Zealand now.

“If we ask ourselves why this is happening...I believe that it’s largely driven by the growing social inequity and the widening prosperity gap between people, both in an economic and an opportunity sense. This manifests itself in different ways; with Brexit in the UK, the rise of Trump in the US, and even in Australia, we’re seeing a growing distrust of some of their institutions.



“In New Zealand, we’re fortunate in that we’re immunised from a lot of the fall-out from the GFC, and we’ve got an economy that’s doing better than most of the world. But we can’t be blind to the fact that social inequity is a global issue, and it is biting here. Some of our people at KPMG have been closely involved in setting up the new

Ministry for Vulnerable Children, which is highlighting some of the real extremes we are facing in New Zealand. As a nation, we’ve absolutely got to face into it and contribute to addressing the issues.”



96%

of New Zealand CEOs are confident about their growth prospects over the next 3 years



83%

of global CEOs are confident about their growth prospects over the next 3 years

“That’s a pretty encouraging metric...it’s definitely what we like to see! I think there are a number of reasons for this. Firstly, New Zealand is in a growth environment; so we’re fundamentally starting from a better place.

“I also think it’s a function of size. When you’re running very large

global businesses, you’re going to feel the downside risk or pain of disruption that much more. But in a country like ours, where there’s less optimisation of volume at the expense of margin, it’s a little easier to do things differently and be prepared to try new things. Our can-do Kiwi mindset also comes into play there.

“Finally, we probably have a culture where failure is less of a threat. Which might seem like a strange thing to say – but there are certain cultures where failure only equals one thing, and that’s resignation or forced departure. That’s not our way. Culturally, we don’t have the big disincentives around failure that make us unduly risk-averse.”



98%

of New Zealand CEOs agree that they correlate being a more empathetic organisation with higher earnings



72%

of global CEOs agree that they correlate being a more empathetic organisation with higher earnings

“Again, it’s great to see our Kiwi business leaders recognising that modern leaders also need strong EQ skills. Personally, I like the mantra: ‘competence + character = trust’. Being a competent leader is about having the right leadership characteristic, and setting out a clear path. But on a personal level,

you also need to demonstrate consistency, transparency and openness. That means doing what you say you’ll do. It’s showing you care about the impact you have on others. And it’s living up to the promises – both explicit and implicit – that you make to your teams, stakeholders and customers. You

can be technically very competent, but without those personal attributes, you won’t earn trust.”

Like to get more CEO insights? You can access a copy of the 2017 KPMG New Zealand CEO Outlook Survey report from our website, along with the 2017 KPMG Global survey.



KPMG gets behind the Games

KPMG was out in force at the 2017 World Masters Games in Auckland, which were declared “the best games ever” by IMGA President, Kai Holm.

The firm was a major sponsor of this massive event, which ran from 21 to 30 April, and saw 28,000 athletes, supporters and officials from 100 countries flock to Auckland.

We’re also hugely proud of the 13 athletes from KPMG who took part in the Games (see below) and showcased the breadth of sporting talent we have within the firm!

There were even some podium moments. Rebecca North, a Senior Manager in Enterprise, and her team – ‘The Tauas’ – won Gold in the Waterpolo. Edward Meredith, a Director in Deal Advisory, also brought home Bronze in Squash.

As part of our sponsorship, KPMG hosted a Sports Summit at Shed 10 on Friday 28 April. Invited guests and members of the public were treated to a panel discussion led by BBC journalist David Eades. A number of Kiwi sporting heroes – including Dame Valerie Adams, Rod Dixon, Allison Roe, Anthony Mosse and Duane Kale – shared fascinating and inspiring insights about their journeys to sporting prosperity. They later mingled with the guests in the VIP Lounge at The Cloud and helped KPMG Executive Chairman, Ross Buckley, with the prize draw.



The next World Masters Games will take place in **Kansai, Japan**, from **15 – 30 May 2021**.

HERE ARE OUR

ATHLETES



Kanwal Sandhu 🏆🏆

Applications Specialist, ITS

Badminton – Gold & Bronze Medallist



Rebecca North 🏆

Senior Manager, PE

Water Polo – Gold Medallist



Ed Meredith 🏆

Director, Deal Advisory

Squash – Bronze Medallist



Jay Kalidas 🏆

Digital Marketing Consultant

Hockey – Bronze Medallist



Alex Jones

Manager, Deal Advisory

Athletics



Bruce Bernacchi

Partner, Tax

Squash



Dinesh Naik

Partner, Tax

Tennis



Jamie Munro

Partner, Audit

Athletics and Orienteering



Rachel Piper

Partner, Tax

Athletics



Robert Zaher

Associate Director, IT Advisory

Swimming



Ross Buckley

Executive Chairman

Cycling



Scott Marshall

Building Consultancy Manager, Deal Advisory

Squash

A purposeful journey

KPMG Māori Sector update

As two key appointments to KPMG's Māori sector team, Riria ('Missy') Te Kanawa and Joe Hanita are crystal clear on the reason they come to work each morning.

"Through the work we do, we want to contribute to advancing the well-being of our people," says Missy.

"That's what drives us."

In addition to their busy roles advising Māori businesses and organisations; this dynamic duo are responsible for developing a pipeline of young talent within the firm. They are also the co-authors of Māui Rau, KPMG's annual thought leadership publication, produced in conjunction with ASB Bank.

In this article, Missy and Joe share some of their journey so far – including why they joined KPMG, the work they're doing, and their hopes for the next generation.



Riria Te Kanawa

Director
Wellington



Joe Hanita

Associate Director
Hamilton

On deciding to join KPMG:

Having already established a successful corporate career, Missy hadn't really considered joining one of the Big 4. But back in 2013, she was a participant of Te Hono Bootcamp to Stanford University, a movement that KPMG sponsors.

"I met KPMG Partner Matt Pritchard, and he was very much at home within our group, and engaged with us in a very real way...and it kind of reduced the barrier for me around what the people in a big four are like.

"After that, every interaction I had with somebody from KPMG had led me to a conclusion that this was the kind of organisation I'd like to work for. They never tried to 'sell' me on joining KPMG; it was more about outlining their kaupapa and vision for working in the Māori sector.

"I started in the Christchurch office in mid-2015; and to welcome me on my first day, they'd gone to the effort of teaching the whole office to prepare for a mihi whakatau. Given the office was largely non-Māori, that showed quite a commitment."

On creating a sense of whauaungatanga at KPMG (welcoming environment):

KPMG recently won an award for its graduate recruitment strategy to attract talented Māori and Pacifica candidates. Designed by KPMG's Recruitment team, in conjunction with Missy and Joe, it aims to make the recruitment process more accessible.

Explains Joe: "There is still a bit of a stereotype among our young ones – in that they don't necessarily see themselves within these firms. So we like to share our own stories of where we've come from...and show them it's okay to be who you are in these big corporate environments."

And once they've come on board to KPMG, they are welcomed with a sense of manaakitanga (caring for others).

"We don't want anybody joining us to feel a sense of isolation within KPMG," says Missy.

"As much as they have the support of their colleagues in a general sense, we also make sure that other Māori in the firm reach out to support them too. It's just about making people feel at home and a part of the journey forward."

“

Because, at the end of the day, we're not an accounting firm – we're a people business. Relationships are everything.

”

On the unique experience of grad camp:

Another factor in the award-winning recruitment programme is KPMG's annual grad camp. Around April each year, all the newly-starting graduates, along with a team of 10 senior staff, spend three days at Te Aroha Marae up North.

"It's a new experience for a lot of people," says Missy.

"Probably 90% of the intake are non-Māori; and even for those who are Māori, not all of them have high levels of interaction with their marae. It's a nation-builder. We get amazing feedback from people about their experience...I think there's something quite unique and special about what KPMG is doing."

"This experience is also teaching important skills around the ability to build relationships," adds Joe.

"Because at the end of the day, we're not an accounting firm – we're a people business. Relationships are everything."

On developing a pipeline of young talent:

Missy and Joe are justifiably proud of the young Māori talent they are seeing emerge within KPMG. And they're not the only ones to notice.

"We get a lot of feedback from Partners and people who work with them around their maturity," says Joe.

"I think that's because they come with a sense of community purpose, even though they're young. Previous generations were more likely to say 'tell me about the job, and what's in it for me'. This generation is saying: 'tell me about the purpose of the firm, and what you're working towards, and how I can contribute to that'. They're very purposeful young people."

Missy agrees, and says she thrives on the opportunity to help grow the next generation.

"The more I interact with our young ones, the more filled with hope I am about what the future looks like."

On serving our Māori communities:

As well as the firms' client work in the Māori sector, KPMG is committed to fuelling prosperity at flax-roots level.

"The firm does a lot of work in the community space, and that was something else that drew me to KPMG," says Joe.

"We know if we're going to change the dial on the well-being of our people, we have to support families, schools and communities in the right way. KPMG is forward-investing in the future; particularly in education. There are many initiatives – including our work with partnership schools and other organisations - that are making a difference for many Māori kids throughout New Zealand."

KPMG's 2017 Māui Rau thought leadership report can be downloaded [here](#).

Working better, together

Implementing a culture-change programme is just one aspect of building a great workplace. It's also about creating an environment where each individual feels valued and supported in their daily work, as well as throughout their career.

To that end, here are some of the different initiatives KPMG is working on...

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Celebrating diversity

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Pride@kpmg – big sleepout

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Supporting families

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Our grads give back

Working better, together story 1

Celebrating diversity



As a firm, KPMG's goal is to reflect the inspiring diversity of our country – and be a diverse, talented and representative team of people who think and act for all of New Zealand. This means having a mix of gender, nationality, ethnicity, sexual orientation, religion and age.

KPMG's new Inclusion & Diversity Council was formed in 2016, and has launched an 'I&D Strategy' that outlines our plans and goals through to 2020. The Council meets every six weeks and has the full support of the leadership. Ross Buckley and Godfrey Boyce, KPMG's executive chairman and chief executive, are key members of the Council.

The first stage is to measure where we're at. One of the early initiatives has been to begin gathering information for a cultural census: to understand the ethnic diversity within the firm better. (This includes understanding how each KPMG

“

... we're committed to embedding inclusion and diversity into everything we do.

”

office reflects our local communities at regional level.)

Kim Jarrett, who is the Lead Partner for I&D, says the strategy is a planned pipeline of work, which will measure progress over time.

“Although we're at the beginning of the journey – and we know we have lots of work to do – we're committed to embedding inclusion and diversity into everything we do. It also means continuously challenging our existing practices and assumptions. Another of our early initiatives, for example, was for all partners to participate in training around unconscious bias.”



Kim Jarrett
Partner, Auckland
Tax

Working better, together story 2

Pride@kpmgznz – big sleepout

We want each and every one of our people, friends and clients – all those who walk through the KPMG doors each day – to be able to bring their authentic selves to work.

That's why we were so proud to become the first of the 'Big Four' to receive the Rainbow Tick certification early last year. The Rainbow Tick programme promotes sexual and gender diversity, and demonstrates that a workplace is inclusive for people who are lesbian, gay, bisexual, transgender, takatapui, intersex and Fa'afafine.

To continue this journey, we've formed Pride@kpmgznz. This is a network of people from our offices throughout New Zealand: made up of members of the Rainbow Community, as well as supporters and allies.

The purpose of Pride@kpmgznz is threefold: to ensure we maintain a welcoming and inclusive environment for staff who identify as Rainbow; to establish and maintain Rainbow networks; and to support Rainbow events and organisations.

“

I want my children to grow up in a world where everyone is treated equally...

”

Kay Baldock is KPMG's Partner Champion for Pride@kpmgznz. As a way to provide visible leadership, Kay signed up to The Lifewise Big Sleepout event, in support of Team Rainbow Youth.

She joined more than 130 others who slept on makeshift temporary beds on the cold concrete of AUT's quad, one rainy night last July.

"I wanted to support The Lifewise Big Sleep Out as I strongly believe that everyone should have a safe place to call home," says Kay.

"As a mother, I was also saddened by the statistic that 40 percent of those who are homeless under the age of 25 identify as LGBTI. I want my children to grow up in a world where everyone is treated equally, regardless of background, race, ethnicity, sexual orientation or gender identity."

With support from generous donors – including KPMG colleagues and clients – Kay raised an incredible \$9,535 for the cause. Those funds are going towards a targeted intervention of Rainbow homelessness in New Zealand.



Kay Baldock
Partner



Working better, together story 3

Supporting families

KPMG recognises that our most important roles in life – being parents, partners or family members – are inextricably intertwined with our professional lives.

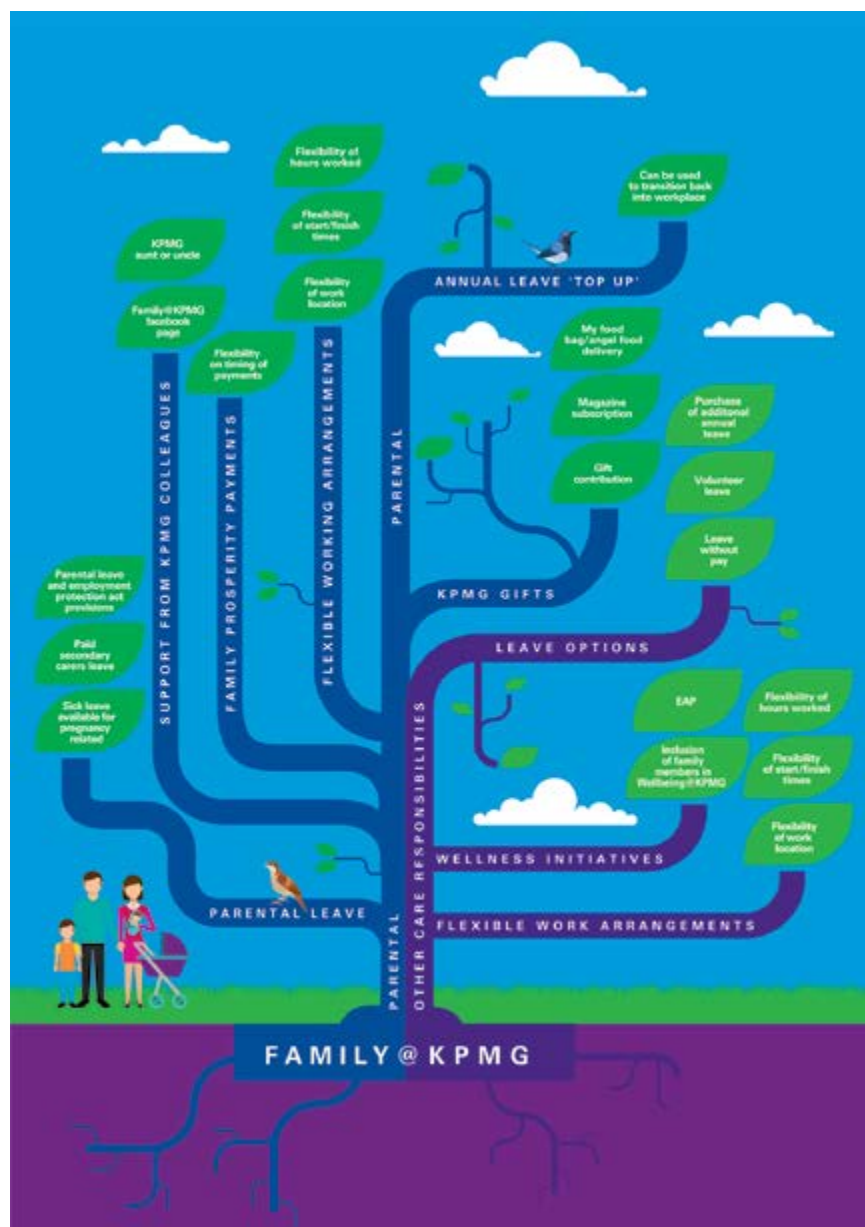


KPMG is always looking for innovative ways to help people balance family and work demands and opportunities.



Family@KPMG is range of initiatives and policies to support our people through all stages of their family journeys. This includes: preparing for a family; taking parental leave; transitioning back to work; managing life as a working parent (of children of all ages from toddlers through to teenagers); as well as caring for elderly parents or other dependents.

According to Head of PPC Kerry Butler, KPMG is always looking for innovative ways to help people balance family and work demands and opportunities.



Family@kpmg tree

"For instance, we've designed a unique annual leave 'top up' payment for parental leavers returning to work their holiday pay. In effect, it gives people the option of transitioning part time back to work yet still be paid their full-time salary."

Another unique initiative is the 'KPMG aunt or uncle' scheme. This is an informal buddy system, where someone within the business keeps in

touch with the new parent to provide informal support and updates while they are on leave.



Kerry Butler

Director – Head of People, Performance & Culture

Working better, together story 4

Our grads give back



In April, ninety-three of our graduates spent a 'grad induction' north of Auckland staying at Mangakahia's Te Aroha Marae. They spent their week immersed in cultural values and among real New Zealanders – the kinds of people and community that will be affected by their work – including a morning at Tikipunga High School where, in horrendous weather conditions, they spruced up the school with 220 litres of paint, planted an orchard and a garden, and went on to plant hope and inspiration throughout a morning of student mentorship.

The Whangarei school is the first and only secondary school in Northland to sign up to a pilot, strategic leadership learning programme under the Springboard Trust.

Through the pilot Springboard Trust programme, the Tikipunga principal teamed up with Auckland-based Matthew Prichard, a partner at KPMG.

Springboard is a charitable trust within the New Zealand education sector, funded by the NEXT Foundation. It was established by Ian Narev, chief executive officer of the Commonwealth Bank Group.

Matthew volunteered to work with Tikipunga High School through the trust's Strategic Leadership for Principals programme. At the end of this year, the school will have a fresh, three-year strategic plan and a one-year operational plan.

The programme also gives principals a wealth of new ideas and a support network of peers and business people and, while the programme is already available for primary schools, there are only half a dozen schools in New Zealand in the pilot project for high schools.


Known as a 'capacity partner' or coach, Matthew has taken the school under the KPMG wing and is helping steer

the school towards better outcomes. He says the programme is perfect for principals as they usually don't have a background in strategic leadership.

"Teachers are critical to better outcomes for students and great principals attract great teachers." Many schools face enormous resource challenges "but Tikipunga High hasn't let this stop it from progressing," he says.

Find out more about the Springboard Trust programme:

 springboardtrust.org.nz

 09 379 7877



Matthew Prichard
Partner, Auckland
Audit



A career “growing up in the KPMG family”



There's been a common thread running through Michelle Mayo's career. The ambitious 27-year-old has always sought out new challenges – from joining KPMG fresh out of high school, to a secondment in Philadelphia working on a NYSE-listed client, to her brand new role within the Corporate Audit team. Now, with her future sights set on partnership, Michelle says she has always felt hugely supported “growing up in the KPMG family”.

At just 17, Michelle joined the KPMG Tauranga office under the trainee accountant scheme while also

studying to complete her degree through The University of Waikato.

“I had a really good mentor at school: a teacher who saw I had a talent for accounting and steered me towards it. Even at that age, I knew KPMG's reputation and knew I wanted to work there.”

After four years of gaining experience in the private enterprise space and completing the CA programme, she moved up to KPMG in Auckland.

“In that move, I was hoping to gain experience on some of the bigger corporate jobs. KPMG Auckland also

offered something quite unique in the PE space – with dual streams of compliance and audit – and I was keen to explore that.

“KPMG was fully on board with me doing that; the firm invested training in me and gave me challenging jobs. Another motivation for doing the audit-type role was that I knew it came with a secondment piece. I was keen to put an international spin on what I'd learned and bring it back to New Zealand.”

In 2014, Michelle had the opportunity for a two-month secondment in the KPMG Philadelphia office, working on a large listed company on the New York Stock Exchange.

“After those two months, I was wending my way back to New Zealand when the Senior Manager in Philadelphia called and said, ‘an opportunity has come up here and we would love you to come back for a year’.

“I talked to the Partners in New Zealand... they said if I wanted to do it, and if it was right for building my career, they would back me all the way. I was really grateful because I was meant to be gone for only two months and it meant they were losing a resource.”

After the “extremely challenging and interesting” year was up, the Philadelphia office threw Michelle a curve ball – offering her a promotion to Manager and the chance to stay for another year.

“So, again, I called up the Partners in New Zealand and asked for a bit more time offshore to build my experience. They respected my



“

Along the way, I've found different areas of challenge and opportunities I've wanted to explore, and KPMG has always supported me in doing that.

”

request and allowed me to do it. That's something that's always resonated with me...and kind of made me realise that KPMG is the place for me.”

When she returned to New Zealand in mid-2016, Michelle went back into the PE space. While she enjoyed the work, she felt she was missing the large corporate environment to which she'd become accustomed. After talking to the Partners, they agreed she would move upstairs to Corporate Audit.

Since joining the Corporate Audit team in September, she has been promoted to Senior Manager.

“I get to work with a pool of Partners, who all have diverse backgrounds and strengths, and I'm learning such a lot from them. From day one, they've given me challenging and

interesting work... it's awesome to have such knowledgeable people who are willing to help you succeed.”

Reflecting on her 10-year career with KPMG, Michelle says it's the supportive culture that sets the firm apart.

“Along the way, I've found different areas of challenge and opportunities I've wanted to explore, and KPMG has always supported me in doing that. I've always had great mentors within the firm, and there's a real culture of celebrating success.

“With that comes the ability – as evidenced by my story – of being able to say when you want something different, or when you think your direction might be changing, and they're very open to supporting that.”

Michelle has now set herself the goal of one day (“hopefully in the not-too-distant future!”) of becoming an Audit Partner.

“It's not going to be an easy feat but I'm quite a driven person and it's something I'd really like to strive for. There's no reason why I'd want to leave KPMG... the firm's given me so much already with all the different facets of my career.”



Michelle Mayo
Senior Manager
Audit

2017 KPMG Business Briefing Breakfast

Anticipate Tomorrow. Deliver Today. That was the theme for this year's highly-anticipated KPMG Executive Business Briefing Breakfast event held on 9 June at the ANZ Viaduct Events Centre in Auckland.

Over 500 New Zealand Business Leaders heard from our presenters:

- The Prime Minister, the Rt. Hon Bill English, addressed the outcomes of the Budget, discussed the innovation and entrepreneurial spirit of New Zealand business leaders and touched on key factors contributing to the nation's growth and diversification.
- Godfrey Boyce (KPMG Chief Executive) shared insights from an in-depth KPMG study of 2,000 Business Leaders worldwide – that showed New Zealand business leaders being ahead of their global peers when it comes to mind-set, trust and adaptability.
- Tax Partner, Kim Jarrett provided strategies to help New Zealand organisations succeed in the 'new normal' and,
- Bruce Bernacchi (Tax Partner and Budget '17 spokesperson) talked about key drivers that are changing the model of commerce.



KPMG Field Notes app.

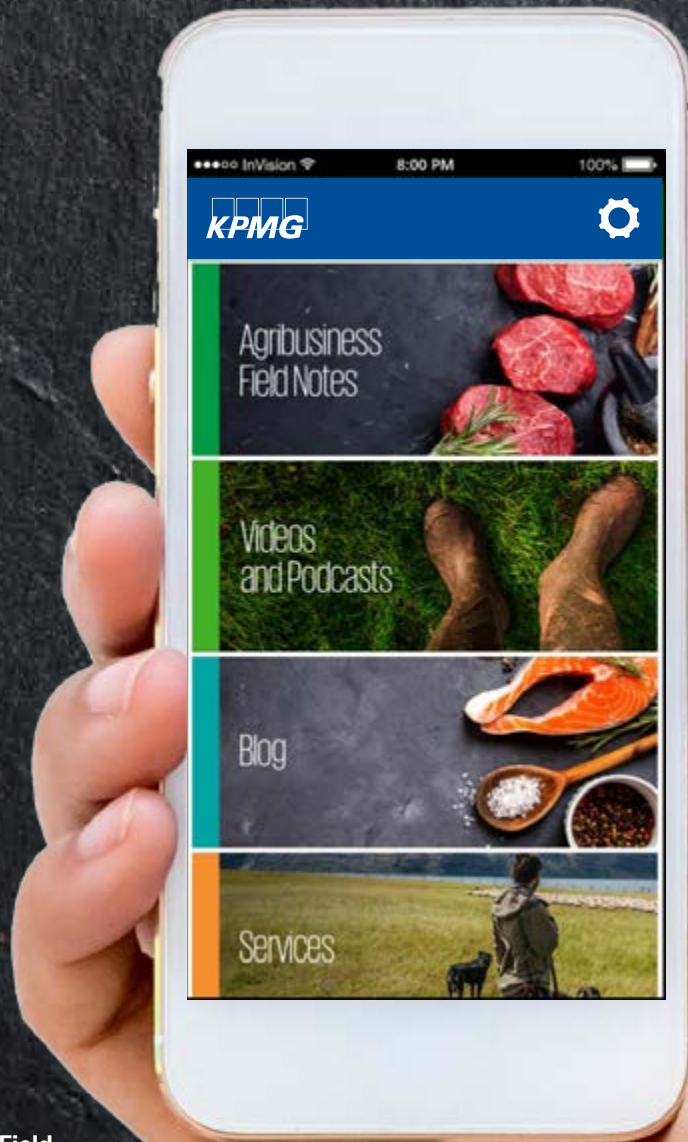
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Our Partnership with New Zealand's Borderless Nation

Kea acts as New Zealand's "borderless nation"...by connecting Kiwis-with-Kiwis, wherever they are in the world, and creating high-impact global connections. At KPMG we call this fuelling New Zealand's prosperity. As a key strategic partner of Kea, we'll support them by helping the millions of kiwis living offshore connect with home and with one another, enabling them to share and leverage global experience, knowledge and opportunities. Through our partnership with Kea we provide professional services across Audit, Tax and Advisory. In addition, our Enterprise team who work with SMEs and family-owned businesses will help them realise their ambitions to grow. We'll work shoulder-to-shoulder with Kea together with their other strategic partners and New Zealand businesses – providing deep expertise that delivers real results.

Find out more [here](#).



Kea Inspire – Inspiring a global future for the next generation of NZ Leaders

Kea Inspire – Inspiring a global future for the next generation of NZ Leaders

Now in its sixth year, Kea Inspire returned on 21 June to bring Auckland's entrepreneurial and innovation communities the inspiring stories of world-leading kiwis from around the globe showcasing the power of New Zealand's borderless nation.

This year's we were inspired by the personal stories of triumph and lessons learned from leaders in sustainability, cyber intelligence and threats, contemporary artists and much more.

Be inspired from previous events [here](#)



Among this year's finalists is KPMG science category finalist Privahini Bradoo – a biotechnologist and entrepreneur who founded an e-waste recycling company, BlueOak Resources, which aims to extract reusable metals from toxic electronic waste.

BlueOak Resources (nee BioMine) targets the 50 million tons of discarded electronic items that annually make their way to the landfills of places like Guiyu, China – the international capital of e-waste. The company is aiming to "revolutionize the treatment of end of life electronics", by utilizing the wastage as a source of metals and rare earths that can be used as a sustainable way of powering the future.



2017 World Class New Zealand Awards

On Thursday 22nd June, New Zealand's most prestigious individual achievement awards, Kea's World Class New Zealand Awards will recognise inspirational, world leading Kiwis and friends who are making outstanding contributions to New Zealand's economic, social and cultural development.

The black-tie gala dinner will be a truly spectacular event, and a golden opportunity to meet and network with New Zealand's most influential business people, entrepreneurs and Government leaders.

Priv has an impressively long list of accomplishments and qualifications that started stacking up early when she moved to New Zealand from Oman at the age of 16. She completed a Bachelor of Technology in Biomedical Science with first class honours – a four year degree in just over three years. By the age of 24, she had completed her PhD in neuroscience. During her doctoral research at the Liggins Institute, she discovered a new gene for brain repair. Helping build Velocity was Priv's first foray into the world of business and entrepreneurship, and she went on to co-found Chiasma with Swati Sharma to encourage enterprise and networking

with industry among the University's biotech students. She was the first of Velocity's alumni to be awarded the Fulbright-Platinum Triangle scholarship in 2006, and went on to complete her MBA at Harvard University.

Following her MBA, Priv led the commercialisation and business development at several clean-tech start-ups, including New Zealand-based LanzaTech and Microvi in San Francisco. In the US, Priv was part of the faculty at the Singularity University summer programme that encourages participants to develop technology that can positively impact the lives of a billion people in ten years. Here, she co-founded Blue Oak alongside Bryce Goodman and became the CEO. Together they have built a team who share their vision of recycling the metals from e-waste and using them for alternative energy technologies such as wind turbines, hybrid vehicles and fuel cells.

In 2011, she won the Harvard Alumni New Venture Competition with this venture, and presented the venture and its solution at Google's Solve for X conference. As well as her business achievements, Priv has been recognised by the World Economic Forum as one of the world's most influential people under 40 years old. In 2011 Priv was recognized as one of five founders to watch in Silicon Valley by Women 2.0. She was also named a Young Global Leader in 2012 – a title given to just half a dozen New Zealanders before her. Unlimited magazines placed her the top 10 influencers in New Zealand and The University of Auckland also awarded her Young Alumna of the Year at its Distinguished Alumni Awards.

[Find out more about the World Class New Zealand Awards](#)

KPMG alumni event 2017

Lions Tour-theme Alumni event

On June 1st we hosted a very successful Lions Tour-themed Alumni Event at our newly refurbished Auckland reception area. Ex-All Black and current All Blacks selector Grant Fox was our keynote speaker – providing 150 KPMG Alumni who attended with unique insights on the upcoming Lions Tour and entertained everyone with memories and stories of previous tours.

Three prize draws saw Sean Kam from Partners Life and Ian Forrester from Plan B win magnums of champagne whilst Greg Clarke from Health New Lynn won tickets to the Blues v Lions match.

View all the photos from the event [here](#).



Small Business Experts



Do you know any businesses which could benefit from our small business packages?

- Dedicated KPMG accountant
- Fixed monthly fees
- Access to a broad network and resources
- Market-leading insights and technology

Contact us: www.kpmgenterprise.co.nz and smallbusiness@kpmg.co.nz

Enterprise DNA programme

Committed to helping businesses fulfil their potential

Assess

Where do you want to go and how ready are you to get there? Understand gaps and set performance goals

Build

What do you need to do to get there? KPMG helps support implementation and execution of initiatives.

Coach

How do you manage the journey and keep moving forward? Setting up mechanisms to drive continuous improvement

Make contact with our specialists for [more information](#)

Auckland



Graduate Camp 2017



Graduate Camp 2017



Auckland Alumni 2017



Executive Business Briefing 2017



Executive Business Briefing 2017



FIPS 2016



Fleet Day 2017



Golf Day Auckland 2016



Ladies' Golf Day



World Masters Games April 2017



World Masters Games April 2017



World Masters Games April 2017

Work hard, play hard

KPMG in the business, social and community environments

Hamilton



Citizenship Christmas 2016

Wellington



Phoenix Family Day in Wellington



Women in Business Christmas Function

Tauranga



Citizenship Christmas 2016



South Island Team Day



Motatapu

South Island

Christchurch



Citizenship Christmas 2016



KPMG Real Swim Series



KPMG RealSwim Series

People on the move



Careers

Auckland

Zain Ansari (2013 – 2016) is now Business Technology Analyst at Qantas Airways Limited

Yasmin Bell (2015 – 2016) is now HR Advisor at Laterooms.com

Charlotte Burgess (2012 – 2016) is now Partnerships and Insight Manager at Global Women

Mia Butler (2014 – 2016) is now Office Assistant at Kinetic Recruitment

Renei Day (2016 – 2017) is now HR Coordinator at Fullers Group Ltd

Chris Dew (2010 – 2016) is now Financial Services Sector Lead at IBM NZ

Jarek Dobrowolski (2005 – 2017) is now Financial Controller at Refining NZ

Sarah Dobson (2015 – 2017) is now Chief Revenue Officer at WorldFront

Sanjay Dowerah (2016 – 2016) is now Senior Consultant at KPMG Netherlands

Abhishek Dubey (2015 – 2017) is now Information Security Officer at Tourism Holdings Limited

Telana Flanagan (2012 – 2016) is now Business system analyst at Frucor

Tim Goodrick (2015 – 2017) is now Specialist at Financial Action Task Force Training and Research Institute

James Gower (2015 – 2017) is now Business Operations Lead at Apperio

Ashleigh Honeycombe (2015 – 2017) is now OD Consultant at Westpac New Zealand Limited

Kate Hutchison (2013 – 2017) is now International Tax Manager at Legg Mason

Jeremy Hutton (2014 – 2016) is now Investment Analyst at Pioneer Capital

Theresa Jenkins (2004 – 2017) is now Finance Manager at Allied Workforce

Zaheed Kanthawala (2010 – 2016) is now Chief Technology officer at PropFi. Auction

Shayne Lal (2015 – 2017) is now Property Accountant at Goodman Real Estate

Cathryn Little (2012 – 2017) is now EA to managing director and general manager at Acrow New Zealand

Shannon Mayen (2016 – 2016) is now Studio Administrator at BKK Architects

Mahak Mehta (2013 – 2017) is now Microsoft dynamics 365 specialist at RSL Queensland

Alistair Morgan (2014 – 2016) is now Enterprise Agile Coach at Fastfish

Duncan Mutch (2014 – 2017) is now Senior Manager Continuous Improvement at Air New Zealand

Richard Paris (2015 – 2016) is now Data Scientist at Qrious Limited

Craig Parker (2016 – 2017) is now Director - People and Culture at PWC New Zealand

Mark Paul (2016 – 2017) is now Head of Operational Risk, Conduct & Governance at Westpac New Zealand Limited

Kent Penn (2015 – 2017) is now Director at Core Property Maintenance Limited

Kari Ranum (2006 – 2017) is now Personal assistant at Les Mills International Limited

Mark Schaumkell (2015 – 2017) is now Business Enabling Consultant at Mark Schaumkell Business Consulting

Rachel Steward (2014 – 2017) is now Graduate Recruitment Specialist at Chapman Tripp

Shenci (David) Tang (2016 – 2017) is now Investment Analyst at Devon Funds Management

Dexter Toledana (2014 – 2016) is now Senior Manager at PwC Philippines

Dario Tommasi (2013 – 2016) is now Microsoft Dynamics AX Lead at Envirowaste Services

Winson Tong (2013 – 2017) is now Senior Financial Analyst at Westpac New Zealand Limited

Jonathan Tu (2015 – 2016) is now Manager, Data Analytics at Clayton UTZ

Kris Velonza (2014 – 2016) is now Assistant Manager at KPMG Luxembourg

Nafe Waheed (2006 – 2017) is now Senior Manager Assurance at PWC New Zealand

Maria Walding (2014 – 2016) is now Finance Manager at CDC Pharmaceuticals Limited

Nicole Walton (2013 – 2016) is now Assistant Accountant at The Better Drinks Co.

Phillip Xiao (2014 – 2016) is now Executive at Corporate Finance and Investment Banking

Gilbert Yoo (2014 – 2016) is now Manager at KPMG Australia

Christchurch

Benjamin Braid (2016 – 2016) is now Corporate Finance | Deals Analyst at PWC New Zealand

Dylan Brown (2012 – 2017) is now Accountant at Brown & Associates

Joel Chakson (2014 – 2017) is now Accountant at Tait Communications

Polly Chen (2011 – 2016) is now Financial Assurance Manager at Synlait Milk Ltd

Kieran Hayes (2008 – 2017) is now Commercial Manager at Dairyworks Limited

Harald Heimensen (2015 – 2017) is now Associate Director at Deloitte New Zealand

Anna Mills (2014 – 2017) is now Internal Audit Manager at Meridian Energy Ltd

Hamilton

Maree Coutts (2013 – 2017) is now Executive Assistant at Genesis Energy

Aashna Hasan (2010 – 2016) is now Management Accountant at Beau Ideal Limited

Claire Malligan (2010 – 2016) is now HR Manager at Pacific Aerospace LTD

Richard Ralm (2015 – 2017) is now Accountant at Tonkin and Taylor

Tauranga

Mike Barton (2012 – 2016) is now Chief Financial Officer at Ubco Bikes

Paige Buysman (2016 – 2017) is now Trainee at Crowe Horwath

Morgan Foye (2015 – 2016) is now Assistant Accountant at SEEKA Kiwifruit Industries Ltd

Lisa Heslop (2008 – 2016) is now Senior Accountant at Young Read Woudberg Ltd

Sally Lavis (2007 – 2016) is now Compliance and Administration Associate at Property Managers Group

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Mike Bazett (2010 – 2016) is now Mike. Bazett@kpmg.co.uk at KPMG United Kingdom

Simon Cole (2006 – 2016) is now Senior Manager at Kiwibank

Brendan Goodenough (2014 – 2016) is now Full Stack Web developer at 8i

Heike Jensen (2015 – 2017) is now Senior Accountant at Nexia New Zealand

Richard Leggett (2014 – 2017) is now Proposal and Business Development Advisor at Advisian

Robyn Parkin (2016 – 2016) is now Technical Writer at NZ Transport Agency

Rosalind Poole (2015 – 2017) is now Associate Director at PwC

Gemma Roberts (2015 – 2016) is now Financial Analyst at Guardian Trust

Brody Stewart (2013 – 2016) is now Financial Analyst at Brave Bison

Matt Van Kesteren (2013 – 2016) is now Financial Accountant at EDF Trading

Matthew Young (2013 – 2017) is now Audit Senior Manager at KPMG United Kingdom

Births

Louise Hansen (Auckland 2010 – 2013) and **Honary Ng** (Auckland 2006 – 2012) welcomed son Elliot James on 7 March 2017

Sarah (Auckland 1996 – 2015) and **Drew Hipkiss** welcomed daughter Emily in November 2016

Henrietta Livingston (Christchurch 2010 – 2012) and **Jamie Sinclair** (Auckland 2006 – 2008) welcomed son Lachlan David on 18 July 2016

Kylie Ohms (Auckland 2003 - 2008) and **Andrew Hill** had a little boy Alex on 23 September 2016 in London.

Marriages

Charlotte Hover (Auckland 2012 – 2016) married **Jason Burgess** on Sunday 8 January 2017 at Northridge Country Lodge, Auckland



Contacts

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