

**From:** [Ella Bambrough-Copeland](#) on behalf of [James Palmer](#)  
**To:** [All Remote Staff](#); [All Staff Auckland](#); [All Staff Christchurch](#); [All Staff Wellington](#)  
**Subject:** Maturing our operating model – all staff hui  
**Date:** Tuesday, 6 June 2023 9:25:40 am  
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Kia ora e te whānau,

I'd like to invite you along to a special kōtahitanga at 11am this morning to hear about important upcoming mahi that we will be undertaking over the next few months.

After five years of rapid growth and significant achievement, it's time to make sure the Ministry is set up for the next chapter. We know from Tō Reo results, feedback from our partners, and our own changing priorities that there are areas where we can potentially evolve, and improve to make things better for people, teams, and ultimately Te Taiao.

To make sure we're set up for success, we are planning an assessment of how we operate and how we're set up. This will be a multi-month process that will involve every aspect of our organisation.

To set the scene for this project, we'll step through the results of our Tō Reo survey, which has some rich insights into where we're doing well, and some of the challenges we need to address. Then I'll share exactly what's involved in the operating model work.

If you have any newer members of your team, please make sure they have this morning's hui in their diaries. I hope you can make it along – I look forward to seeing you.

Kia ora rawa atu,

James

**James Palmer**

*Secretary for the Environment | Te Tumu Whakarae mō te Taiao*

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