# 2026 Census Action Plan

**A better future for industrial regions, communities and workers in the net zero economy.**

## WHAT WE ARE DOING WELL

- Speak-up culture
- Flexible teams
- Supportive supervisors

OUR AREAS OF FOCUS

### Leadership

Leadership is a continuing area of focus to strengthen clarity and cohesion.

- » Strengthen collective SES leadership, clarify priorities, and improve communication as a team.
- » SES are visible in supporting organisational priorities.
- » SES will continue to be held accountable for delivery and leadership, including through the performance cycle and delivery of branch-specific census action plans.

### Goal and Role Clarity

Actions to strengthen our shared understanding of purpose and clarity of expectations across all parts of the NZEA.

- » Establish regular Town Hall sessions to discuss changing and evolving priorities - clarify what is known, what is changing and what remains uncertain.
- » Prioritise workforce planning across the NZEA.
- » Identify and formalise opportunities to devolve decision making in support of effective delivery of work plans.

### Supportive Workplace Culture and Innovation

With supportive workplace culture, innovation is enabled.

- » Mature the NZEA's professional development, training and other support, in line with organisational and staff needs.
- » Continue to promote wellbeing and connection across the NZEA, including through our staff networks.
- » Regularly share innovation and continuous improvement initiatives, celebrating small wins and lessons learned.

OUR COMMITMENTS TO ACTION

**Feedback from employees, including pulse and exit survey data will be used to measure and evaluate the success of the above initiatives.**