

Summary of 2014 GNS Actions

1 Strategic Direction

Task	Indicative Completion Date
Assess GNS performance with respect to <i>2010–2013 Strategic Plan</i> ; score Key Strategic Issues, Core Goals and Bold Challenges	Q1 2014
Construct overall framework for <i>2014–2018 Strategic Plan</i>	Q1 2014
Acquire comprehensive staff input to <i>2014–2018 Strategic Plan</i> at departmental level	Q1 2014
Acquire targeted stakeholder input to <i>2014–2018 Strategic Plan</i>	Q2 2014
Board approval of completed <i>2014–2018 Strategic Plan</i>	Q2 2014
<i>2014–2018 Strategic Plan</i> widely communicated to staff and stakeholders	Q3 2014
<i>2014–2018 Strategic Plan</i> guides annual <i>GNS Operational Plan</i> and <i>Statement of Corporate Intent</i>	Q3 2014 & beyond

2 High Performance Culture

Task	Indicative Completion Date
Review organisational design, determine what structural changes could yield impact and/or financial performance dividends	Q2 2014
Redesign size and function of executive to ensure that it operates effectively and efficiently and is informed by science capability, science delivery, science leadership and business support functions	Q3 2014
Review GNS matrix structure and Core Science Areas to determine the most effective operational design; eliminate disciplinary silos where possible	Q2 2014
Enhance programmes for leadership development, improvement of commercial skills, leadership ability and staff diversity	Q3 2014 & beyond
Design and implement new incentives for our staff to pursue innovative research opportunities aligned with <i>2014–2018 Strategic Plan</i>	Q4 2014

3 National and International Impact

Task	Indicative Completion Date
Through <i>2014–2018 Strategic Plan</i> , communicate and execute plans for growth in national and international impact to stakeholders and staff	Q3 2014
Develop and apply extant and new science capability in clearly defined areas of research scope aligned with <i>2014–2018 Strategic Plan</i>	Q3 2014 & beyond
Lead <i>Resilience*</i> National Science Challenge and serve as principal participant in <i>Deep South*</i> and <i>Oceans**</i> National Science Challenges	Q2 2014* Q3 2014**
Serve as principal participant in 1-2 Centres of Research Excellence	Q3 2014
Continue success in Marsden-funded research	Q4 2014 & beyond

4 Leveraging Intellectual Property

Task	Indicative Completion Date
Develop and introduce research investment programmes that will provide new incentives for growth of our IP portfolio	Q3 2014
Develop and introduce financial programmes that will permit staff to share in the return on intellectual property where appropriate	Q4 2014
Set the path for evolution of Claritas using advice from external technology entrepreneurs and commercialisation experts	Q4 2014

5 Māori Engagement

Task	Indicative Completion Date
Design and implement 2-3 projects with iwi in areas of mutual interest and strategic importance, including geothermal resources, groundwater and/or petroleum systems	Q4 2014