

some type of professional development activity. Armed with that information, you can then evaluate the options available to help you meet your career aspirations. For some NZIF members, access to forestry specific courses will be helpful to build knowledge and skills in different aspects of the industry. For other members, management or marketing skills may better serve the purpose. Each member must take individual responsibility for identifying their own learning needs.

Having identified particular development needs, it is helpful to have access to information on the programmes and other opportunities available. NZIF will progressively develop a resource database for members. The following list serves to illustrate some possibilities, but is in no way exhaustive. These are general examples for you to build on.

### Forestry Programmes

- NZIF Annual Conference
- Local Section Meetings
- Farm Forestry Meetings/Field days
- FRI/LIRO Courses
- Thirty modules are available through the Forest Industry Record of Skills (FIRS) system, some of which contribute towards National Certificates or Diplomas.

Enquiries to The Logging and Forestry Industry Training Board, P.O. Box 1632, Rotorua or Forestry Training Centre, P.O. Box 943, Rotorua.

- Diploma in Forestry – One-year course through Canterbury University
- Masters programmes in Forestry are available through Canterbury, Lincoln and Waikato Universities

### Other Programmes

Introduction to Using PCs

- available through most Polytechnics
- intro to a variety of software packages

#### • Business PC Applications

- advancement on the above

Computer Aided Design

- available through Polytechs

Statistics

- part-time course for one year, starting March
- available right throughout the country through distance learning (eTV) in association with AIT
- course consists of written materials supplemented by regular television broadcasts
- practical introduction to modern statistics

Marketing

- part-time course through distance education (eTV) by AIT
- duration one semester (13 weeks) starting March 1995
- covers strategic market planning, mar-

ket research, market segmentation, consumer behaviour, product development, pricing, distribution and promotion

Business Administration and Management

- Henley MBA and Diploma in Management available throughout the country through AIT's distance-learning programme supported by week-end workshops
- Intakes throughout year in Auckland, Wellington, Nelson, Christchurch and Rotorua
- Most Universities offer Diplomas in Management and MBAs on a part-time basis

Small Business Management

- full or part-time courses available through various polytechnics

Training and Development

- 14 day workshops (in four sessions) available through Auckland NZIM, in association with The Institute of Training and Development, England. Leads to an internationally recognised certificate

Various programmes to enhance the skills of trainers are run by the National School of Training for Trainers, PO Box 17310, Karori, Wellington. Included are: Public Speaking and Presentation Skills, Negotiation Skills, Practical Writing, Rapid Reading, Stress Management, Time Management. These types of short courses are available from training consultants and polytechnics. Public and in-house programmes.

NZIM Courses – Auckland include:

Various management development programmes (residential)  
Leadership, Motivation and Team Building (two days)  
Leading Change in Organisations

(two days)

Working with Diversity (one day)

Assertiveness Skills (one day)

Project Management (three days)

NZIM Courses – Wellington include:

Four Quadrant Leadership (three days)

Report Writing (one day)

Introduction to ISO 9000 (one day)

Creative Thinking and Problem Solving (one day)

Finance for Business Managers

Other professions offer CPD programmes that may be of interest to foresters. For example, mid-1994, NZ Institute of Valuers offered a Distance Teaching Seminar (available in 26 locations around New Zealand) on Forest Valuation. NZIF will liaise with associated professional groups to keep members informed on events of interest.

Many other private training providers offer in-house training programmes for companies and often public courses as well. These include: Flyon Projects – Essentially Speaking programme at Massey Albany Campus; First Trainers' Brokerage – based in Auckland but arranges training around the country to meet very diverse organisational needs; Kinetics ODC (Auckland) specialises in in-house programmes on organisational communication, e.g. communication and team building, performance appraisal.

Other avenues to explore in your region include local Employers' Associations, Chambers of Commerce and evening classes available through local secondary schools.

CPD credits can also be achieved through the authorship of original articles on forestry and practice-related topics, making presentations and teaching new forestry courses.

## What would the NZIF CPD system look like?

The cornerstones of the proposed NZIF system are relevance, quality and accessibility. NZIF will continue to conduct the annual conference and Local Section activities and will also inform members of other opportunities for CPD, such as programmes available through LIRO, Universities, Polytechnics and Private Training Providers. The NZIF CPD system will be designed to require minimum administrative support and to recognise professional autonomy. It is proposed that the NZIF system require members to self-record their CPD including:

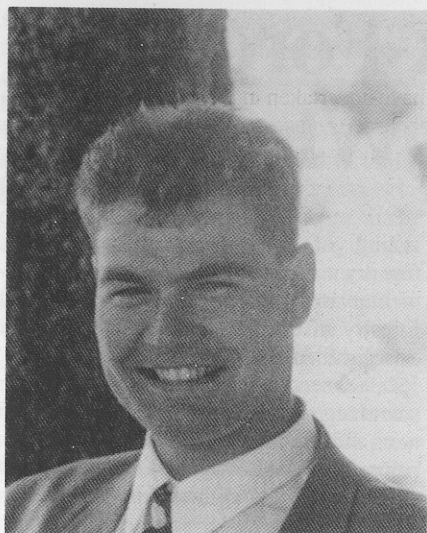
- an annual individual professional

development review;

- a plan of key CPD activities;
- personal objectives for participating in each CPD event;
- an evaluation of learning as a result of participation;
- an action plan for implementation.

### CPD Credits

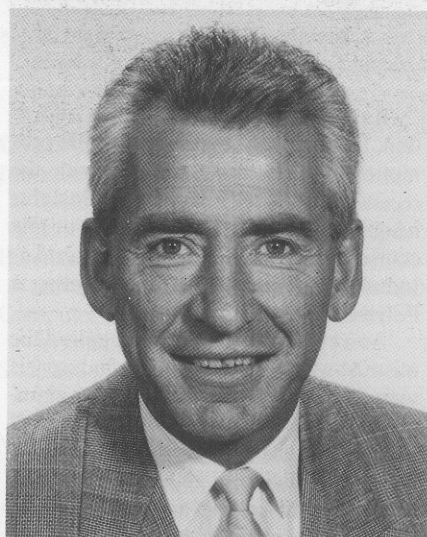
In keeping with the approaches of a number of other professional groups, it is recommended that CPD credits accrue at the rate of one credit per hour of structured learning time, irrespective of the type of



**David Paul**

within NZIF there is a large pool of knowledge which can be tapped to the benefit of all members, sparking interest and providing new opportunities.

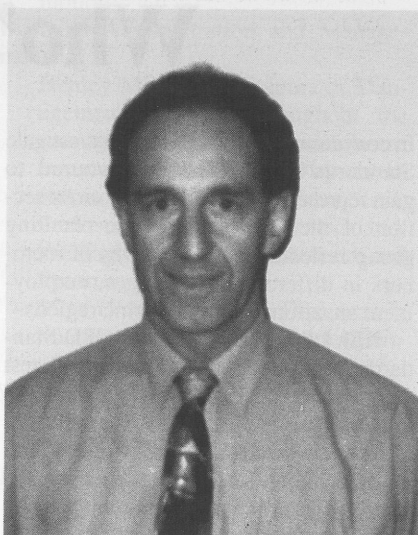
**Rod McGowan** came to the forestry industry after a period in the meat industry and three years with the NZ Dairy Board. He now works for FITEC which is assisting with the CPD process by providing professional advice and assistance. His expertise is in organising large industry programmes and in smoothing the process between the industry groups and between government agencies and industry groups.



**Rod McGowan**

He believes that the significant changes that have occurred in education have been underestimated by the wider public. Of particular importance is the design and establishment of the one all-embracing NZ Qualifications Framework into which all qualifications fit – at every level and in every field of endeavour. He also thinks

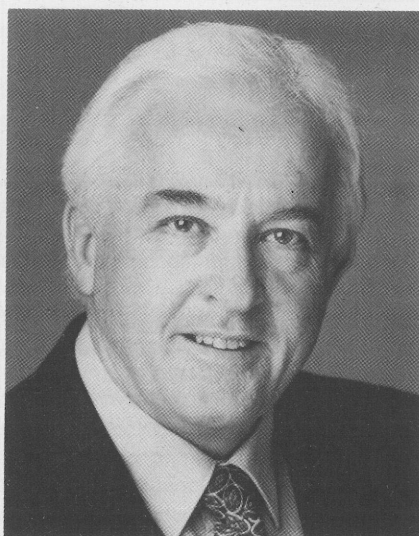
that 'learning for life' and Continuing Professional Development are beginning to make personal sense to many people.



**John Galbraith**

**John Galbraith** is NZIF Vice-President and the Convenor of the NZIF Development Committee. The Development Committee's primary task is to advance the three major themes arising from the 1994 Membership Survey Mission, CPD/Standards and Registration. The other members of the Committee are the Convenors of the three Task Groups: Ket Bradshaw (Mission), Bill Liley (CPD/Standards) and Bruce Manley (Registration/Ethics).

John is employed by Carter Holt Harvey Forests and has had a long-term interest in training and personal development. He sees CPD and registration as not only being good for the Institute and its standing in the community, but also of real value to members employed in forestry companies, who can use CPD and registration to enhance their professional careers.



**Bill Cleghorn**

**Bill Cleghorn** is a self-employed, registered valuer and a founding partner of Cleghorn Gillespie Jensen, based in Rotorua. He has a strong rural and forest land valuation background and undertakes work for both private and corporate clients, including some forestry companies. Bill has had an ongoing association with NZIF, being the lay representative on the Forestry Consultants Recognition Committee.

Bill's interest in education goes back many years and in recent years he has spearheaded the Education Board of the NZ Institute of Valuers. Under his direction, NZIV has developed and implemented a CPD system.



**Kathrine Fraser**

**Kathrine Fraser** has worked closely with a number of professional institutes assisting them with the development of their CPD systems. She manages a consultancy specialising in organisation development and education management and providing management training services to a range of clients including professional, manufacturing, local government and not-for-profit organisations.

Kathrine's background in horticultural research, coupled with experience in staff training and postgraduate studies in management, have contributed to the development of a unique educational perspective. She combines research skills and knowledge of education theory with a practical approach to the design of systems. Kathrine assisted NZIF with the 1994 membership survey.