

Attachment Two: NZ Transport Agency Exit Survey Summary

People who have agreed to share their responses with Management

What are your reasons for exit?

- Found role that is better fit for skills
- Wanted more input into complex issues
- Wanted a change after long tenure
- A new opportunity has come up

What, if anything, could management have done to encourage you to stay at the Transport Agency?

- Would have liked more complex tasks/opportunity to try something new
- Provide more training and development
- Demonstrate greater leadership behaviours

What did you like most about your position at the Transport Agency?

- Colleagues
- Communication
- Felt I was adding value
- Collaborative teams across agency
- Proactive in understanding customers and stakeholders

How would you describe the culture at the Transport Agency?

- 'Dust-settling' post-transformation
- Passionate people
- Some leaders not living our values; need to role-model more
- Very collaborative

Further comments/discussion regarding salary and benefits:

- Flexibility was great
- Good remuneration
- People leader salaries higher than technical leader salaries
- Benefits should be refreshed

Further comments/discussion regarding performance management:

- Manager style very good
- Wanted more feedback – 360s would be good

Further comments/discussion regarding employee policies and flexibility:

- Supportive, flexible environment
- Managers should have more discretion over application of policies

Further comments/discussion regarding communication and work process:

- Teams are collaborative
- Communication was open and honest
- Didn't feel listened to by peers; Need to value what others think

Further comments/discussion regarding career and development opportunities:

- Good development opportunities
- People placement during transformation has been varied
- Volume of work has been high
- Not enough progression opportunities

Is there anything else not already covered in this survey that you would like to share about your reasons for leaving, or that would improve NZTA as a place to work?

- Loved working here
- Great people leaders
- Need to improve internal communications
- Resourcing in teams stretched
- Clarity required around contribution of roles to bigger picture
- Leaders in the organisation (tier 2-4) need to live organisational values
- Change has been hard, but necessary