

*February 2024*

## **18mth transformation plan nearing completion**

Cycling New Zealand will complete its 18-month culture transformation plan at the end of February with the adoption of the Cycling Integrity Steering Committee (CISC) report released today. The plan was launched in the wake of the Cycling and High-Performance Sport NZ inquiry led by Michael Heron KC and Dr Sarah Leberman.

“The last stage is the reform of our governance structure and processes,” said Cycling CEO Simon Peterson.

“Formal Board engagement with athletes, staff and coaches has been completed, and governance reform will round out the transformation plan tasks. “These include the establishment of two new Board sub-committees, Wellbeing and Governance. A co-opted independent member on the new Governance Committee will attend that Committee’s next meeting for the first time next month, and we’re currently advertising for a co-opted independent member for Wellbeing.

Mr Peterson confirmed that with effect from the Cycling NZ AGM in May 2024, Board Chair Phil Holden will step down and Board member Jenny Gibbs will retire by rotation. Both are independent Directors.

“The Cycling NZ Integrity Steering Committee’s oversight of the transformation ends this month,” said Mr Holden.

“That has given me the assurance that the leadership challenge I committed to delivering has been successfully completed. Cycling New Zealand has also seconded a senior member of the project team to continue to embed the required changes during 2024”

Mr Holden said that with two elected member position currently vacant, and the two independent director positions coming into the next reappointment round in May 2024, filling these roles will allow a real focus on the long-term future of the organisation post the Inquiry.

“So, the timing is right. It’s good governance practice to refresh the board members”.

“While I’m extremely proud of the recent international-level achievements of the New Zealand cycling athletes and coaches, the key point the Inquiry made was that medals must never be at the expense of athlete well-being.”

“I believe Cycling New Zealand is now close to achieving that balance, but maintaining it is the continuous challenge. Between now and May, I want to continue doing everything possible to make sure our focus continues to be on the wellbeing of our people,” and the positive progress is continued he said.

ENDS\* The Committee, chaired by Kit Toogood KC, has two athlete members, one nominee from Cycling New Zealand and one from Sport New Zealand.