



Konnections Magazine

2023

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Welcome to the 2023 edition of Konnections

Hi Alumni,
amazing how the time
passes - whether that be
the week, months or in some
cases the 30-40 years since
joining KPMG! It's great to
pause and reflect when we see
major milestones or changes
occur and this version of
Konnections is just that.

As Godfrey Boyce finishes his 39th
year the firm and moves into retirement, this
sees a major shift and transition for KPMG
after a long period with Godfrey at the helm.

Godfrey has been CEO since 2016 - and
will be missed by the entire firm and many
clients for his brilliant leadership, clarity
of thinking but also empathetic way of
dealing with challenges - that said he isn't
necessarily going too far and I'm sure
we will continue to see him regularly. So,
we have a few learnings and reflections
from Godfrey.

This is also a chance to reflect back on four
of our partners who retire after long careers
in different parts of our firm - Godfrey as
CEO - but previously having led Advisory and
Audit, Ian Thursfield retired as the head of
KPMG's Deals business, Souella Cumming
retires from leading KPMG's Internal Audit
and Government Consulting practice, and
finally Greg Knowles retires from our tax

practice (and having sat on the KPMG
Board for many years). All have made huge
contributions and we profile their reflections
and where to next.

A period of change is also a chance to look
to the future - and we have updates from
Matt Prichard (Executive Chairman) and
Jason Doherty (CEO elect) who paint a
picture of where to next for the firm. We
also profile on page 14 the new partners
over the year. You will have seen some
of the profiles of new partners in our
previous Alumni News updates and we will
continue to profile new partners through the
coming year.

Lastly, we also get an update from Murray
Dunn, Glenn Keaney, Grant Riley and Peter
Taylor on the latest comings and goings
across Hamilton, Tauranga, Wellington,
and Christchurch.

Thank you to so many who responded to our last Alumni survey we appreciate the feedback and some great suggestions, comments, and updates. It's great to connect with Alumni from across the years and offices.

In that note - we would love to continue to hear when either you (or someone you know) has done something interesting, moved roles, etc. Please do continue to email us and tell us more about what is happening on your journey post KPMG.

We are thrilled to share with you the fascinating insights that we have gathered from our recent survey. Your feedback has been instrumental in helping us understand your needs and preferences, as well as identify areas where we can make necessary improvements.



Here are some key highlights from the survey:

- **A Sense of Lasting Connection:**
It comes as no surprise that feeling connected to our firm, even long after leaving, holds immense importance to our Alumni. This valuable insight reaffirms our commitment to fostering lasting relationships and maintaining a strong sense of belonging. The desire for more updates on what your "year group" has been up to. We understand the significance of staying connected with our fellow alumni and aim to enhance communication channels to keep you informed about your peers' achievements and milestones.
- **Increased Events and Get-Togethers:**
Another recurring feedback was the wish for more frequent events and get-togethers throughout the year. We fully appreciate the importance of fostering a vibrant community and will be actively working towards helping organsie alumni gatherings that facilitate networking and interaction among our members. Formal KPMG events will be part, but we love hearing about alumni groups that continue to get together.

- **Relevant Training Opportunities:**
Your feedback has emphasised the value of being invited to relevant training sessions. As part of our continuous commitment to your professional growth and development, we will endeavour to provide opportunities for relevant training that aligns with your needs and aspirations.

This is a more abbreviated Konnections magazine than in 2022, and in that regard, you will continue to see more regular bite sized updates coming out over the coming months. Finally, we are in the early stages of planning for the in-person Auckland and Wellington Alumni events for 2024 - more details and dates to be confirmed later, but we look forward to catching up with many of you in person at that time.

Best Regards, Malcolm.



Malcolm Bruce
Partner
Alumni Programme

28 new partners in 2 years: the story behind KPMG's record investment in growth.

One metric says it all: KPMG New Zealand has welcomed a record-breaking 28 new partners in the last two years.

That's been driven by two deliberate strategies, says Executive Chair Matt Prichard. Firstly, the firm navigated the COVID period with an unwavering commitment to invest in its people and grow. That's now bearing

fruit. And secondly, KPMG is staying true to its roots of being a solid multidisciplinary firm – bucking the industry trend toward an overweight-advisory mix.

In this korero reviewing 2023, Matt also reflects on the economic road ahead, the three big challenges facing New Zealand, and the impact of Australian firms coming under the public spotlight.



Post-COVID: why we came through stronger than ever.

We made a critical decision in the early days of the pandemic. And that was to hold the firm together, and hold all of our people through that uncertainty. We were also in a strong capital position going into it, which allowed us to also invest in growth through that period.

This meant we didn't just hold ourselves together – we continued to invest at a rate that we'd never done before. In the last two years we've had 28 new partners join the business, which is extraordinary. Never before in the firm's history has there been a two-year period like that.

Those new partners are bringing skillsets and are leading parts of the business that we never had before, or were much smaller before. That's largely in the digital space, and what we describe as our 'impact businesses' such as ESG-related services.

We've also been careful not to chase revenue growth for revenue's sake. In some cases, that's meant withdrawing from work, or not bidding for work where we can't make a fair return.

Staying multidisciplinary: zigging where others zag.

I'm proud of our whole-team performance this year. It's a big feature of 2023 that we've got all parts of KPMG growing and winning in the market.

Most of our competitors are heading towards a much heavier advisory firm with a smaller audit, tax and enterprise. We're doing the opposite – we think maintaining the strength of a cornerstone traditional business is the way to go.

There are no sunset parts of our business. We strongly believe in having that balance of a multi-disciplinary firm that can serve clients with a range of skillsets.

An industry under scrutiny: the spotlight on Australian firms.

In the past year we've seen industry issues come under the spotlight in Australia. These raise legitimate questions about the whole industry, and the most appropriate way to run firms that play such a large and important role in the economy.

KPMG NZ faced into some of those things 13-14 years ago, when we revised our governance model to provide more oversight of executive management. We're confident in the way KPMG NZ is governed and managed, but we've seen some things out of those early reports that we're changing and doing to strengthen ourselves.

We'll continue to see a range of inquiries in Australia that will affect the industry here, and there'll be lessons to learn for all of us.

The road ahead in 2024: helping clients navigate challenging times.

We're expecting 2024 to be a tougher economic environment. We don't think it's short-term or temporary; we think ASPAC will have a tougher medium term. And that affects many of our clients, coupled with a strong direction to reduce government spending.

They will be careful what they spend their money on, but both public and private sector need support when they're transforming their organisations and dealing with change. And we know KPMG has the real talent and

experience that they need to execute that change and deal with those challenges.

Finally, the three giant challenges facing New Zealand remain. Climate change demands major transformation of our economy. We have a large infrastructure deficit across water, housing and transport. And there is arguably a larger social equity deficit to deliver health, education, justice and other outcomes that deliver to all New Zealanders. I'm proud that our people are supporting private and public sector work across all three of those challenges."





A legacy of growth: Retiring Chief Executive Godfrey Boyce

In a career with KPMG spanning almost 40 years, Godfrey Boyce has created a lifetime of achievements and memories – and a strong emotional investment in the firm he's helped to shape.

Godfrey began his career in late 1984 as an Audit grad in Wellington (where he famously flatted with ex-Chairman Ross Buckley), and became an audit partner at age 32.

He also worked in Canada, the UK, and Australia, where he was global audit partner on National Australia Bank.

We asked Godfrey about some of the highlights from his career, his advice to others just starting out, and his future plans.

As Chief Executive, what's been your leadership philosophy?

For some time, I've felt Simon Sinek's 'Infinite Game' is the best lens to look at our industry and leading this business. There can be no winner of the competition, because the game never ends and the whistle's never blown. You just keep going, adapting and innovating. Within the Infinite Game, there are five practices that are a great checklist for any leader.

There are lots of terms used to describe leadership...but for me I think it ultimately comes down to one thing.

My sense of what's right and wrong is simple. The Covid period was an example. Asking all our people to take a salary sacrifice was the hardest decision I had to make in the role. I'm still humbled by the incredible response from our people, and the trust placed in me to see them right. And you end up in a better place, because you made and kept a promise.

New leaders emerged through that period, some of whom are now partners. Our clients also supported us. It proved that the quality of relationships really matters when things get tough.

In the past 8 years, both the firm's revenue and headcount has doubled. What's been your strategy for growth?

A big element has been our sector-led growth strategy. When I came into the role in 2016, we asked 'what's most important to New Zealand?', then identified our six sectors of focus. We appointed a national industry leader responsible for each. We've now got 80 managed accounts across our client base, which have delivered above-average growth in the past 8 years.

Another highlight is the growth of our Advisory business – and being purposeful about investing in new capabilities such as Data & Analytics, Digital and ESG. It's made us a more confident and diverse organisation where our people can excel and have more career options than ever before.

In expanding what the firm offers, I've never thrown a big fishing line out to some unknown horizon. It makes sense to approach growth in terms of 'adjacencies' to our core businesses of advisory, audit, tax and enterprise. Being so connected with our clients, we understand what's coming down the pipe for them, and can bring on the new skillsets and tools and approaches to meet their needs.

You were the driving force behind KPMG's sponsorship of the 2011 Rugby World Cup. Can you share some memories?

It was such a special time (being an Official Supplier to the 2011 Rugby World Cup). Our involvement spanned the three years leading up to and including the tournament... and it gave us huge brand profile and put the firm up in lights. I've still got a copy of every match programme with KPMG's name there alongside all the global brands. I still love to think back and remember things like the full-length banner on our building in Auckland, and all the different ways our people helped with delivering the tournament. We were given 4,000 tickets by the tournament organisers, and I remember one particular pool game where a massive number of our people, clients and their friends filled up the stadium in Albany.

For me, it all came together on the weekend of the quarter-finals, when we ran client events for each of the four games in Auckland and Wellington. I was hosting

in Wellington and the atmosphere at the stadium was unbelievable.

It had been a rollercoaster, and the whole sponsorship had felt like a huge gamble. But everything we'd hoped for, and more, was delivered that weekend.



What advice would you give for someone starting their career?

For me, there are three elements to enjoying the journey:

Start with ‘yes’.

Be open to taking opportunities that present themselves along the journey. Careers evolve over time – pathways open up and you change over time. New areas will appeal and other things lose interest. The key thing is to be curious and explore them.

Know it’s not a competition.

Even when you might feel it is, it really isn’t. Everyone’s journey is different, there are swings and roundabouts, and real development comes from having different experiences – including those outside your bread and butter. It’s about accumulating skills, not just knowledge. Things like empathy and EQ are vital.

You’re editor-in-chief of your life.

It’s about actively self-managing your life, understanding what you can control and what you can’t. There will be set-backs – that’s life. The key thing is to learn from these and not lose confidence in yourself. It’s a marathon, not a sprint.

Whats next for you?

The next phase of my career will involve some governance work, and having more time to pursue personal interests. I’ll be based in Wellington, my youngest son lives here with his partner, and my parents too. My oldest son is about to move overseas so hopefully he chooses a good place for me to visit!

In terms of staying in touch with the firm, I certainly won’t be riding off into the sunset. I’ll be a regular visitor, even if just to kick the tyres and get a coffee from Eddie. Most people know how emotionally invested I’ve always been in the firm, and that will continue. I’ll want to know that everybody is looking after the thing that I’ve nurtured for so long, and building it to better and greater things.



Getting to know Jason Doherty: KPMG's new CEO

In this Q&A, we asked Jason about his aspirations for the role, how he achieves work-life balance, and to share his top career-building tip.

As the new CEO, what's your message to KPMG alumni?

It's KPMG people that make me most proud. Both those who are with us now, and those who have gone before us – they've all contributed to building our great firm. We're a firm with a deep purpose and great values, and I see that in the excellent work our people do and the value they deliver to our clients every day.

Similarly, I always feel proud when I see our alumni doing amazing things for New Zealand, knowing that KPMG played a role in building their careers.



You have alumni in your family. What does Jean think of your new role?

Yes, Jean worked in KPMG’s Audit division (1997 – 2007), and it’s where we met. She is now Finance Manager at Cure Kids, supporting their important mahi.

Jean and our boys are very proud and excited. Their encouragement has been terrific and I wouldn’t even attempt to take on the role without their support. It really feels like this is a team effort.

Tell us about your career path – what's led you here?

I’ve been fortunate to have many roles – both with KPMG and in industry – that have given me the experience and capabilities to prepare for the CEO role. These include being part of the National Executive Committee, playing a key role in developing our current strategy, and leading our People function.

I’ve had other experience across the firm that will be very beneficial – particularly leading our Corporates & Enterprise audit team, and more recently leading Deal Advisory.

What’s equally important, being involved in various People roles, I know how critical our culture and people promise is. I’m totally committed to ensuring we have an

environment where all our people feel they belong, where they can thrive and grow with us, and where they’re doing work that matters.

What are the top 3 things you'll be focusing on?

Godfrey leaves very big shoes to fill. He’s led our firm through a period of unprecedented growth. From here, it’s about building on what we have.

My priorities are continuing to foster a culture of belonging, a place where our people can thrive and grow. Secondly, enhancing the cohesiveness of our firm; we’re at our strongest when we’re connected and aligned. And thirdly, delivering outcomes that matter – to our clients and our people.”

Whats your best career-building tip?

The piece of advice I give to people is ‘think of your career in two-year instalments’.

Especially earlier in their careers, people often look at career decisions as right or wrong, and I see these decisions weighing heavily on them.

Instead of a right/wrong mindset, I try to encourage them to commit to a two-year cycle. Make an informed decision and commit to it for a couple of years. Then assess what’s next – which could be

re-committing to where you are, or seeking a new opportunity. After all, two years is not that long in the scheme of your whole career.

Who have you been your most important role models?

This will read like a cliché, but it’s my parents. They encouraged me every step of the way – starting with work ethic and instilling a sense of pride for achieving.

Similarly, throughout my career there have been influential people along the way who’ve supported me but also pushed me to strive for excellence. Above all though, Jean and our boys are my most important mentors.

They give me so much encouragement and support, and importantly provide me with perspective.

How do you spend time outside work?

We love going on travel adventures as a family. A few years ago, we completed our first Great Walk and are now scheduling in a couple per year where we can. Getting into nature amongst New Zealand’s amazing scenery for a few days, hiking off the grid is a great way to take a break and put daily life into perspective. Our boys can increasingly carry more of the gear, which is a bonus!

For general work-life balance, I make time for exercise, socialising with friends, and the boys’ sports.



Outstanding Legacies: Q&A with 3 retiring Partners

Three of KPMG's most distinguished Partners – Souella Cumming, Ian Thursfield and Greg Knowles – retire this year.

In this joint Q&A, they reflect on their own career journeys, and also pay tribute to each other.



What's one word or phrase that sums up your career with KPMG?

IAN: Never a dull moment. Staying with one organisation for 30 years might seem unusual these days. But there's actually been incredible variety. I've done client engagements in places as varied as Los Angeles, Tahiti, Switzerland and Singapore. And there's been so many opportunities to develop technical skills, build teams and client relationships.

GREG: Potential. I've always felt KPMG is a place of enormous potential, and that I've always been in charge of my own destiny. I can't think of anywhere else I would have learned more, or developed more. And above all, working with people I respect. That's why I've stayed so long.

SOUELLA: Passion and purpose. I'm passionate about the work that I do every day – for the clients we work with, for our people, and for the non-profit organisations and communities we're supporting.

Reflecting on your time at KPMG, what are you most proud of?

IAN: It would be my role in helping to build the Deal Advisory practice. There were only 8 people when I joined in 1998 and now there are around 100. And also giving training opportunities to the many people who've been through the team...the sense you've helped people start their successful career is a good feeling.

GREG: I'm most proud of the way our Board and executive have managed the growth of the firm. The range of services we provide has expanded dramatically – but it's always been managed in a sustainable way. We've got some of the best people in the market, we do really interesting work with great clients, and we've created a very solid base for the next generation to grow.

SOUELLA: As you can imagine, I've worked with a lot of people over my 42-year career! Seeing people grow and thrive in their careers makes me very proud of the small role that I played in their development. As an organisation, I'm also very proud of the way we live our purpose of Fuelling NZ's prosperity. We're not just doing a job – we're really here to make a difference.

Tell us about the most memorable project you've worked on.

IAN: Two come to mind. Back in 2003, Fisher & Paykel's acquisition of Farmers' finance and credit card business was an important deal for my career. It also brought



an iconic Kiwi business back into New Zealand ownership. And more recently, helping Air New Zealand with their 2022 recapitalisation which set the company up for a strong recovery. That was very much a feel-good engagement helping them do that.

GREG: About 10 years ago, I was involved in the first public private partnerships (PPPs) introduced for big infrastructure projects. We worked closely with stakeholders to come up with a tax structure that would make the deal work. It was technically hugely challenging, but we found the solution that was then rolled out to subsequent projects. It was a fantastic outcome not only for our clients, but for New Zealand as a whole.

SOUELLA: One of the most significant for me was the 5 years I was involved in the Whole-of-Government Risk Management Framework for the 2011 Rugby World Cup. I really enjoyed that and have seen its legacy. It became a blueprint for the government sector working on major events, particularly sporting events – including the 2015 Cricket World Cup, the World Masters Games and the FIFA Women's World Cup this year.

How has the workplace changed over the years?

IAN: When I first became a partner in 2004, I was one of the few who'd never signed an audit report or client tax return. When you look at the firm today, there's a huge



variety of partners in terms of backgrounds, qualifications and what they offer clients. The broadness of our intake has changed dramatically. It's also a big positive to see the growth in diversity – and that the firm is increasingly reflecting our clients, and New Zealand.

GREG: This is fairly recent, but we can genuinely say now that work is something we do, rather than somewhere we go to. The Covid lockdowns also proved that when you put trust in people, their effort and productivity go up. It's been a quiet revolution, but the upside has been substantial and dramatic.

SOUELLA: So much has changed, but I think 'diversity' probably sums it up. In terms of gender diversity – when I started there were very few women in the firm. As well as diversity in the work we do and the types of services we now offer. Our client base has also broadened a lot; when I started it was mostly all large corporates.

What’s a piece of advice you’ve never forgotten?

IAN: A senior manager back in the UK once used to remind us “it’s only a job”. Sometimes we see younger colleagues become obsessed over a particular piece of work. But you’ve got to learn to put it down, go home and enjoy a weekend. It’s important to keep things in perspective.

GREG: Don’t worry about things that you can’t control. Just focus on what you can control, and act accordingly. I quite often share that saying with people. It’s a good way to combat anxiety.

SUELLA: “Always say yes” and take every opportunity that’s put in front of you. That’s advice that’s served me very well. One example was putting my hand up to work in Brazil on a government agency project. The work was fascinating and it gave me exposure to another culture.

What do you admire about your two fellow partners?

IAN: Back when we had fewer senior women in the firm, Souella absolutely role-modelled the path for other women coming through. At the same time, she’s quietly grown a very significant public sector practice.



When I think of Greg’s time on the board, he was a steadying hand at key moments in the partnership’s journey. I think a lot of us respected his judgement and wise counsel.

GREG: Both Ian and Souella are respected pioneers in their area of practice. Souella was absolutely instrumental in building the KPMG risk advisory and Government practices; while Ian brought some best-in-class skills to the firm and really moved our M&A practice up a level from what we’d done previously.

SUELLA: Greg brings such energy and positivity to every interaction – with his fellow Partners, his team and his clients. Ian has always been loyal and committed to his team, and it’s reflected in the way he’s built the Deal Advisory practice. Both of them can be very proud of the legacy they leave behind.

What’s your advice for those who aspire to partnership?

IAN: Persevere. If you want it enough, and technically you’re good enough, you’ll get it. Your path might take a few turns along the way, but persevere. Also remember that “it’s only a job”. That’s the tricky balance...!

GREG: Play the long game. It’s not easy for ambitious young people to take the long view. But if you think about the expectations that are put on our partners, and the complexity of the work, it does take time to develop the experience and mature into the role.

SUELLA: Firstly, you need the self-belief that you can do it. Then seek out people who will support you to achieve your goals. The coaching and mentoring you receive really helps shape you into the partner that you become.

What’s next for you?

IAN: My retirement is for medical reasons. That has kind of compressed for me what people would normally do in retirement, particularly around travel. So the short-term focus is travelling, and setting myself up for a comfortable period over the next few years. We’re doing a family trip back to Europe over Christmas.

GREG: I’m sad to be leaving, but also excited to do something different. There won’t be any more tax work! I’ll be starting another three-year term as Chair of Yachting New Zealand. Next year my wife Alison and I are going to the US Masters in Augusta, the Olympics in Paris, and the America’s Cup in Barcelona.

SUELLA: I’ll continue with my not-for-profit board roles, supporting the organisations that I’m passionate about. Women’s rights are really important to me, and I’m on the international board of Zonta; as well as St John, the Special Olympics Foundation and Hōhepa, plus a few other boards and audit committees. So it certainly doesn’t feel like I’m retiring, but it will feel different to be in control of my own diary!



New Partners 2023



Daniel Webber
Enterprise Advisory
Timaru



Emma Baines
Tax
Wellington



Istvan Csorogi
Deal Advisory
Auckland



Nicola Raynes
Shared Services
Auckland



Charles Ehrhart
Sustainable Value
Auckland



Michael Barnes
Deal Advisory
Wellington



Emma Duggan
Audit & Enterprise
Auckland



Andrew Naughton
Audit & Enterprise
Auckland



David Shields
Deal Advisory
Auckland

Charles Ehrhart appointment as KPMG International’s Global Head of Climate Risk, Adaptation & Resilience and Global Solution Lead for Climate Change, Decarbonisation & Nature.

Through these two roles, Charles will support Member Firms across the KPMG network to drive growth, build trust, and support clients’ transition to our low-emissions, climate-resilient, and nature-positive future.

New Partners 2023



Dylan Shell
Enterprise Advisory
Hamilton



Bryan Theunisen
Tax
Auckland



Cushla Parish
Audit
Tauranga



Kirill Voronchev
Consulting
Wellington



Ed Meredith
Deal Advisory
Auckland

Lateral Hire Partners 2023



Mark Pearce
Deal Advisory
Auckland



Anna MacFarlane
Consulting
Auckland



Alec Tang
Sustainable Value
Auckland

Securing a new future

It was a game of rugby six years ago that took Rahui Brownlee's life in a whole new direction.

Sustaining a serious injury, he decided to retrain in technology – despite having never owned a computer. That led to a bright new career with KPMG, where he is now a Cybersecurity Advisor in the Consulting team.

These days, Rahui combines his professional achievements with mentoring and award-winning mahi (see below) to encourage other rangatahi to follow in his footsteps.



Rahui Brownlee

**Advisor, Cybersecurity Services
KPMG Auckland**

Kaitahu - Rakiura - Tūhoe -
Ngati Ruanui - Ngāpuhi - Te Rarawa

Growing up in Auckland, Rahui had worked in various trade-related jobs since he was 15, while also pursuing a goal to play professional rugby.

That dream was shattered when he blew a ligament in his right wrist, destroying 75% of the cartilage.

"My wrist was in a cast for 6 months, I had to re-learn how to brush my teeth. It was a really challenging time, thinking about 'what do I do now?'."

It was Rahui's father Howard who advised his son to find an alternative back-up career.

In 2019, Rahui started a technology degree at AUT, where – aside from being only one of four Māori students in the entire maths science and IT division – there was another reason he felt different.

"I'd never owned a computer before. Everyone else was on to their 5th or 6th computer and knew how to pull them apart. And I was there with my pen and paper, learning what the ports were for! But I really loved it and wanted to learn."

While at AUT, Rahui became part of KPMG's KIWA mentoring programme, which opened his mind to the idea of a corporate career.

"I'd never worked in an organisation bigger than 2-3 people... but getting that early exposure to KPMG really helped me find my confidence in the corporate space."

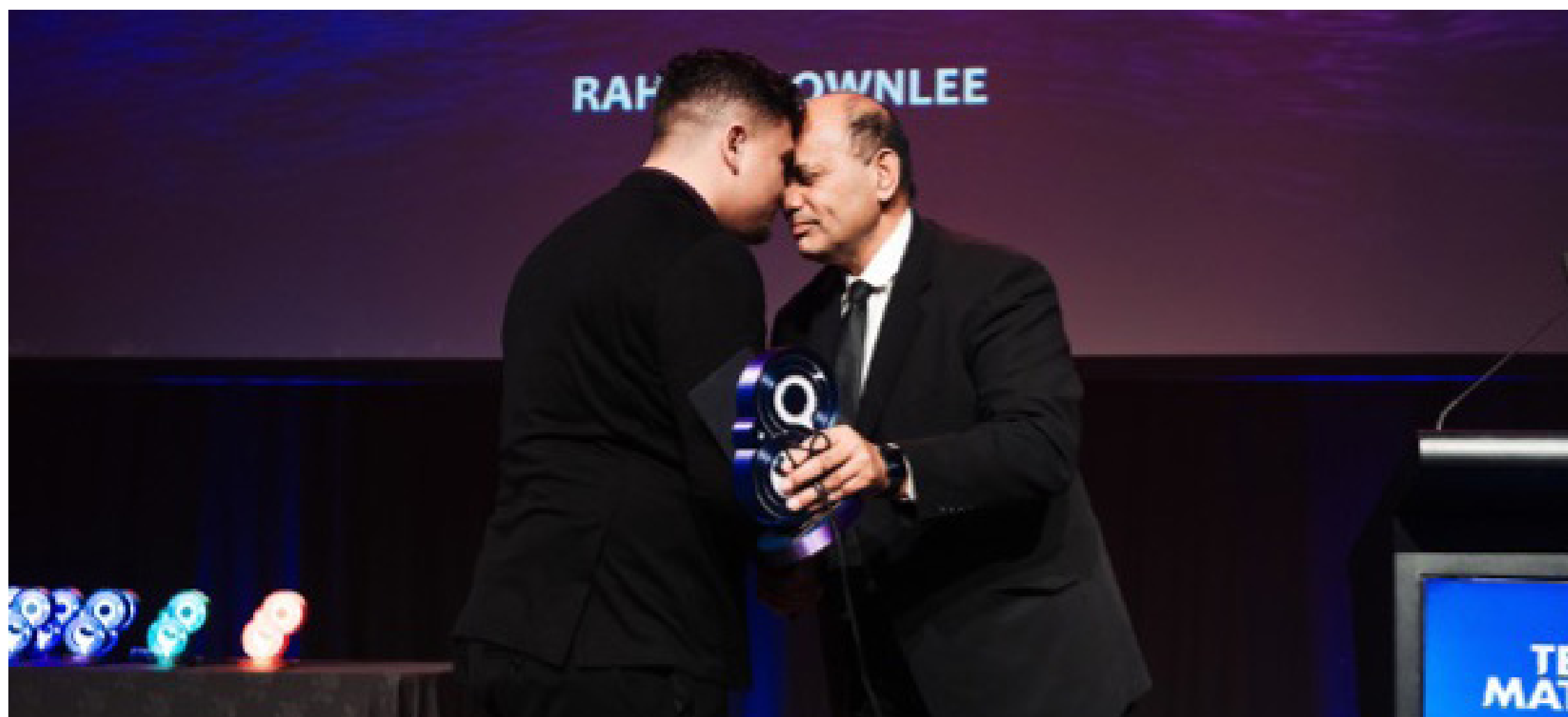
As well as his busy client workload, Rahui volunteers for range of programmes that support Māori and Pasifika into tech careers – including Kiwa, Multiethnic Young Leaders, and Tuputoa – and is currently mentoring 8 students.

"I reach out every couple of months and see how they're doing. It's about providing that reassurance and confidence. I also like to share my own story, if it can help others on their path."

The ideal career for a tutū

Rahui says cybersecurity is a great career match for young Māori with the spirit of a "tutū". That sense of mischief and adventure translates perfectly into roles such as penetration testing.

"If you like the challenge of figuring things out, that's a field within cybersecurity where you're essentially a hacker, trying to break into the network."



He tells the story of a high school student who hacked his school's wifi password and sold it to his classmates for \$5 each.

"His school said 'you've obviously got talent in this space, let's put it in a good direction.'"

"So they reached out to me and I started mentoring him."

Rahui has these words of advice for rangatahi considering a career in tech:

"If you like to be a tutū and figure things out, I'd say go for it. There's ample opportunity for Māori and Pasifika to jump into this space and do really well.

It's interesting, well-paid, and the world is going to needs millions more people working in the sector."

Rediscovering his culture

Growing up, Rahui didn't learn much about his whakapapa or experience tikanga, but says he has "rejoined that journey" in recent years. Opportunities within KPMG have also helped him do this.

"On a personal level, the firm's Te Ao Māori lens has helped me find my grounding. I feel fortunate to be surrounded by so many Māori and Pasifika people who are really supportive."

He says being awarded the 2023 Matihiko Corporate Change Award (see pictures left) is definitely a team effort.

"I feel it's more an acknowledgement of the firm because I've had so many opportunities to learn, and bring Te Ao Māori practices into the workplace."

His future whakaaro (plan) is to become fluent in Te Reo Māori, and to bring tikanga Māori into the cybersecurity space.

"The end goal for me would be to combine the two. I'd like to be in a role where I'm advising hapū and iwi organisations on how to manage their data and cybersecurity. Moving to the Cloud, issues like data sovereignty are going to be really important for Māori."



Regional Updates: Auckland

Matt Prichard
Executive Chair

KPMG Auckland

Alumnae from our Auckland office who have been gone more than a few years would be blown away at the size and diversity of our team these days.

We now have 900 people in our Auckland team, which grew 15% through 2022 and is growing again in 2023.

The striking thing about the office is the diversity of those people – reflecting Auckland’s extraordinary diversity. Auckland is now a more ethnically diverse city than Sydney, New York or London. We’ve worked hard in recent years to be attractive to that diversity in all its forms, and our Auckland team reflects the richness of our communities.





Regional Updates: Wellington

Grant Riley
Consulting

KPMG Wellington

I am Grant Riley, I'm a Lyall Bay local where I live with my wife Brigit and our two boys, Noah (17) and Nate (12). I have been the Wellington Office Managing Partner since 2020 and have over 21 years of experience with KPMG, having worked across different branches in the UK, Global, and NZ firms. Leading Wellington Consulting, I take pride in my role and am committed to delivering exceptional results for our clients.

One significant change in 2023 for the Wellington office has been the relocation to 44 Bowen Street, positioning ourselves in the heart of the Government sector. After 18 years based in Maritime Tower, it is great to see the team enjoying the brand-new offices at Bowen Street and hosting our clients in this fantastic space. Over the past five years, the Wellington office has experienced substantial growth, now comprising 350 professionals, including (29) partners.

We have seen growth across Advisory, Audit, Tax, and Enterprise sectors this year, reflecting our diverse expertise. We have focused significantly on the Government sector, supporting transformative programmes, and working closely with major public sector clients alongside our core clients in Audit, Tax, and Enterprise.

In 2023, Wellington welcomed new partners to our team, including Istvan Csorogi and Michael Barnes in Advisory, as well as Emma Baines in Tax. These additions have further strengthened our delivery capability, and we eagerly look forward to the announcement of more talented partners in 2024.

While celebrating growth and new partnerships, we also bid farewell to two icons retiring at the end of this year. Souella Cumming is retiring after 35 years. Souella has been a major force in the build of our Consulting business since 2017 and she will be missed deeply, but we are sure there are several external organisations that will benefit from Souella's contribution to Prosperity, not least her current roles with St John Ambulance and Zonta. Godfrey



Boyce is also retiring after almost 39 years with KPMG. Godfrey has been with KPMG since 1984 and while he spends most of his week in Auckland, we still think of him as a Wellington Partner with us, in the capital. With a remarkable journey spanning 39 years, Godfrey leaves behind an indelible mark of unwavering dedication, exceptional expertise, and genuine camaraderie that has deeply enriched our firm, and looking forward to what Jason will bring into the new role.

I hope you all have a safe and relaxing summer; I look forward to seeing what the new year brings.



Regional Updates: Hamilton

Murray Dunn
Office Managing Partner

KPMG Hamilton

*Welcome from
'The Tron - City of the Future.'*

I started with KPMG Hamilton as a Graduate in 1989. Graeme Edwards, a current Wellington Partner was part of the Hamilton audit team then.

During this time I also worked on a Wellington office audit engagement for four years, that included Godfrey Boyce as one of the Managers. In 1992, I went on a secondment to KPMG New York for 2 years. After the conclusion of the secondment I returned to KPMG Auckland and finally reloacted to Hamilton and became Partner in 1999 and the Office Managing Partner in 2008.

I have a beautifully blended family with my wife Johanna and our six kids, who are all adults and have flown the nest. Outside of work we love to travel overseas, enjoy the beauty of New Zealand by doing cycle tours and spend time at Mount Maunganui.

The Hamilton KPMG office has continued to grow and has over 120 team members.

With the changes to working styles brought about by COVID, we have welcomed new members to our team who work in diverse areas such as Tax Transfer Pricing, Forensics and Advisory, which has increased the skills available to service the local market.

We have seven partners in KPMG Hamilton office with our most recent recruits being, Emma Duggan (Audit) and Dylan Shell (Enterprise). Hamish McDonald, a long standing Private Enterprise Partner, retired at the end of 2022.

With significant infrastructure spend, including the Waikato Expressway and the Ruakura Inland Port, it has become easier for large businesses to operate out of the Waikato and in turn the local economy has had considerable growth and will continue to grow.

We were able to finally host our Alumnae function this year after COVID disruptions and it was great to reconnect with former team members and discuss old times.





Regional Updates: Tauranga

Glenn Keaney
Audit

KPMG Tauranga

My name is Glenn Keaney and I have been with the firm since joining in 1998, becoming partner in 2000. I am an Audit Partner and the Office Managing Partner role in Tauranga.

I am married to Karen and we have three teenage boys who are all currently at Tauranga Boys College. Our eldest leaves school this year and is looking to study at the University of Canterbury.

Now that the boys are pretty self-sufficient, when I am not required on the sporting sidelines, I try and get out and play golf as often as I can - which is getting easier as the whole family are now showing a keen interest in golf.

Our Tauranga office has grown to 105 staff, comprising broadly 60% Private Enterprise, 25% Audit, 5% Tax and 5% Consulting and support services. We are proud of our predominantly young team who are at different stages of their careers and inject great energy and perspective.

Our client focus in recent years has been on growing the Private Enterprise and audit client base and we now have a

strategic advisory team offering for our SME enterprise clients. We have a quality audit client base in the BOP, including the following clients: Ballance Agri-Nutrients; Port of Tauranga, Zespri, Craigs Investment Partners, Rockit Global, Comvita, Manawa Energy, Eastpack, DMS Pro growers, and PF Olsen, among others.

Regionally, KPMG operates our 'Central Audit' function across Tauranga and Hamilton, consisting of 3 audit partners (Murray Dunn, Trevor Newland and myself), 2 Directors, 11 Managers and 65 other fulltime audit professionals. Our team have enjoyed working as a cross regional team and our clients get to benefit from that too.

As a partnership, we recently promoted Cushla Parish to partner. Cushla has a national audit role, leading our Audit Technology Risk team who provide IT audit and assurance services to many of our largest audit clients - assessing their internal controls around IT systems to ensure the integrity and reliability of their systems. Cushla is an excellent example of how times have changed for the better. Cushla lives in Tauranga and leads a team of professionals based in our offices around NZ, with none of them located in Tauranga. We genuinely now operate as a national firm which is great for everyone.



Cushla has worked with many different organisations across a wide variety of industries and enjoys seeing how different companies operate, observing the various approaches in which challenges are faced, and learning about the different approaches taken to mitigate risks. Importantly she enjoys sharing this knowledge with clients and staff so that together we can all be better.

Regional Updates: Tauranga Continued...

Outside of the office Cushla's ideal activities are anything to do outside – running, spending time at the beach or on the water, or hiking in the bush. She loves travelling and experiencing different cultures and lifestyles.

Tauranga has always been a great place and there is a lot to be positive about, however we are a city that has growing pains. Our city has had significant growth in recent years. In the last decade there have been some transformative changes, particularly in infrastructure, but it all takes time and significant investment.

Since early 2021, Tauranga has been under the stewardship of government-appointed Commissioners. Their tenure, set to conclude in July 2024, has been seen by many as providing clarity, stability and leadership, whereas some lament the loss of democracy. The Commissioners have been able to plan and make tough decisions. They have engaged with iwi, central government and our communities and focused their attention on investing in key infrastructure and civic amenity opportunities. These all

help move Tauranga forward and will enable long-term economic prosperity for those that take a long-term view to such investments but not everyone shares that perspective.

The elections of the next council will be important for Tauranga and there is hope that strong leadership will continue to evolve into meeting a vision of being 'NZ's best and most livable city'.

There are a number of exciting developments in progress, namely: the new Civic Centre; nearly completed Elizabeth Towers; Fletcher Building's new Gib factory; The Northern Quarter office block; Craigs Investment Partners new head office; the upgrade of Cameron Road and the new Takitimu North Link road.

A CBD Blueprint project commissioned by economic development agency, Priority One is a shining example of the synergies in our city between the private sector, and local and central government. It not only showcases more than \$1.5b in large strategic investment in the city but also supports the precinct concept of our city into cultural & historical, justice, sports & events,

civic, retail & commercial, and knowledge zones which is exciting.

When I look out 5-10 years I am hugely optimistic that the Tauranga CBD and wider Tauranga region is going to transform and will be a city we are proud of. Many hope it will be the envy of other cities across NZ, and a place where our children have opportunities to live, work and play in a thriving city and region.





Regional Updates: Christchurch

Pete Taylor
Audit

KPMG Christchurch

My name is Pete Taylor and I like to think that I am the youth amongst the Office Managing Partner Group. I have responsibility for the Christchurch office.

I started my time in the Wellington audit team and following a secondment to London and a short stint working in a Bank (which I refer to as my career experimental stage), I relocated to Christchurch in 2008. Those that are aware of the KPMG history will realise that this was a challenging time for the firm locally, but one that provided plenty of opportunity for someone that was prepared to roll up their sleeves and get stuck in.

Since this time the office, and the wider South Island presence, has gone from strength to strength. We now have offices in both Timaru and Ashburton that enable us to deliver to the wider Canterbury region and across the South Island. During 2023, we welcomed Daniel Webber into the partnership. Daniel is a partner in our Enterprise team and was a pioneer in the

KPMG entrance into the Timaru market. In November this year we announced an additional acquisition in the Ashburton market which has bolstered the team.

Despite not having the right school tie or tracing my descendants to one of the original four ships, I now call Christchurch home and cannot think of a better place to live. Fortunately for us, someone has let slip the secret that Christchurch is a great city to live and work in. Post earthquakes, the city is vibrant, has a number of modern facilities (including a new covered stadium on the way), is attracting lots of young people (I think the only NZ University that is experiencing a growth in student numbers), as well as offering a plethora of outdoor options that help in maintaining a balanced life (also not to mention that you don't need a debt the size of a small country to buy a house). For KPMG Christchurch this has meant we have welcomed several new joiners to our office during 2023, as people have looked to migrate South. We now have a range of specialist skills locally, including Corporate Finance, Supply chain and Sustainability,

that was previously sourced nationally and have a number of our team that are making strong contributions to national engagements. This growth has meant that we are expanding the office into some space we had reserved for future growth.

I hope that everyone has a great Christmas and gets the opportunity to enjoy time with family. If you are fortunate to find yourselves in Christchurch over summer, look up when you are in Riverside market or at one of the bars and restaurants along the Terrace and you will see the KPMG office looking down on the river (just don't look at house prices or think about how easy it is to get around the city, it will only make you jealous).



Meri Kirihimete, Seasons Greetings

This holiday season we'll be making contributions to our **partner schools and community organisations** across Aotearoa. Fuelling community prosperity together.

Me ngā hua nui o ngā hararei ki a koutou
With best wishes for a relaxing holiday.



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