Manager Capability Frameworks

Ngāti Rehua Ngātiwai ki Aotea can benefit from USA

2.1 Ngāti Rehua Ngātiwai ki Aotea’s Capability Framework

Ngāti Rehua Ngātiwai ki Aotea capabilities revolves around the qualities of interacting with the community and stakeholders, making decisions for the good of the community. The aim of Ngāti Rehua Ngātiwai ki Aotea focuses on supporting the whānau(families) and hapū(sub-tribes). Similar to Hutt City Council, which focuses on supporting the community of Lower Hutt City, and in which the capabilities revolve around social services, collaboration, urban planning, and effective decision-making. While Ngāti Rehua Ngātiwai ki Aotea and Hutt City Council might seem similar at a glance, but they are entirely different as Ngāti Rehua Ngātiwai ki Aotea is a trust and Hutt City Council is a government organization, they also differ based on the target community and the goal of each organization.

Two Capabilities for each company and its Justification

Manager’s Capabilities at Ngāti Rehua Ngātiwai ki Aotea’s

As for Ngāti Rehua Ngātiwai ki Aotea’s, they will mostly benefit from People Management, and Effective Decision Making.

2.1 Capability Framework at Hutt City Council

The NSW Public Sector Capability Framework Version 2 (2020), describes 20 core capabilities and behaviors within five groups, expected of managers. The two capabilities chosen for the lower government authority, Hutt City Council are “Optimize Business Outcomes” and “Technology” (The Capability Framework, 2020). The purpose of Hutt City Council is to serve and support the community of Lower Hutt City. These vary from developing roads, managing rubbish and recycling, planning community events, building parks and playgrounds, combatting climate change, to developing future plans for the community.

The first manager capability, *Optimize Business Outcomes*, is not only aligned with Hutt City Council’s purpose but since there are a lot of things to manage, like people and resources, and since it is a government organization, budget allotted for certain projects is fixed or limited. The manager should be capable of finding the most effective way to utilize funds to achieve the best outcome.

The second manager capability, Technology, would be best since