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POWERING BUSINESS RESULTS

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The Engine Business News

Leading Holistic Business Advisors & Specialists

Business Insights Quarter 4 - 10/26



Why authenticity matters in business, leadership and life

You can have all the qualifications, experience and business acumen in the world. But if you cannot be authentic, vulnerable and real, how can you truly connect with the people you're trying to lead, coach or advise?

For more than three decades, I've worked alongside business owners, directors, leadership teams and organisations. I've been a business owner, entrepreneur, governance adviser, coach, mentor and interim CEO. I've sat around boardroom tables, navigated difficult commercial decisions, helped businesses grow, managed crises and challenged leaders to become better versions of themselves.

But here's something I've come to understand more deeply over the past two years.

The greatest lessons in leadership don't always come from the boardroom. Sometimes they come from the moments that bring you to your knees.

And sometimes being a better business adviser means being prepared to show the person behind the professional.

THE BEAUTY OF SURVIVAL — MORE THAN A BOOK

Last month, I had the extraordinary privilege of being one of 12 women who came together to share our deeply personal journeys with breast cancer in a beautiful, published fine-art book, The Beauty of Survival that gives proceeds to Cancer Support NZ.

A vision brought to life by Dr Cat Stone and Tess Woolcock, with an incredible creative team, photographers, makeup artists and women who were prepared to expose far more than their physical scars.

We exposed our vulnerability.
Our fear. Our grief. Our courage. Our changed bodies.

And the parts of ourselves that cancer has changed forever.

Every woman in this book has a different story. Different experiences. Different scars. Different circumstances.
But we share something incredibly powerful.

We know what it means to have life interrupted, to face uncertainty and to discover a strength we didn't know we would need.

The photographs are extraordinary. But the beauty isn't simply in the images. It's in the honesty behind them. It's in the courage to be seen. And it's in the sisterhood that has formed between women who understand what it means to go through the fire — some more than once — and still find reasons to rise.

VULNERABILITY ISN'T THE OPPOSITE OF STRENGTH

We have created an expectation in business that leaders should always appear confident, decisive and in control. That business owners should have the answers. That CEOs shouldn't show weakness. That advisers should be the people who have everything worked out.

But life doesn't operate that way. Behind every title is a human being. Behind every business owner may be financial pressure, family difficulties, grief, health challenges or fears they haven't shared with anybody.

And behind every employee is a life that doesn't simply disappear when they arrive at work. How can we genuinely develop people if we aren't prepared to understand the people we're developing?

As a Business Advisor I don't believe my job is to tell business owners what they want to hear. It's to ask the difficult questions. To challenge assumptions. To understand what drives them.
To recognise what may be holding them back.

And sometimes to share my own experiences so they know the person sitting opposite them understands that business and life are not separate worlds.

Vulnerability doesn't make you less credible. When coupled with experience, integrity and sound judgement, it makes you more effective.

Whether I'm coaching a business owner, advising a board, stepping into an interim leadership role, mentoring someone or delivering a keynote, I want people to leave with more than information.

I want them to leave with perspective. With confidence. With a different way of thinking. With the courage to have a conversation they've been avoiding. Or perhaps simply knowing they're not alone in the challenges they're facing.
Because knowledge can inform people. But lived experience, shared with purpose, can change how people think and act.

Explore Keynote Speaking & RISE at The Engine

Fuckup NIGHTS Auckland

FUCKUP NIGHTS — BECAUSE FAILURE DESERVES A CONVERSATION TOO

Behind every failure is a lesson. Behind every great initiative is someone's WHY.

We live in a world where business success is celebrated, awards are proudly displayed, achievements fill our LinkedIn feeds and everybody seems to have the perfect formula for growth.
But what about the failures?

The business decisions that didn't work. The product launches that went spectacularly wrong. The partnerships that unravelled. The financial losses. The moments when everything you thought you knew was suddenly challenged. Why are we so willing to celebrate success, yet so reluctant to share what failure taught us?

Earlier this month, I attended Fuckup Nights Auckland, and what an evening it was!

REAL PEOPLE. REAL STORIES. REAL LESSONS.

The concept is refreshingly different. Entrepreneurs and business leaders stand before an audience and share their professional failures — not the sanitised versions, but the uncomfortable, sometimes embarrassing experiences that ultimately shaped their thinking.

One of the stories that stayed with me came from Chand Sahrawat, whose business experience included exploding curry jars! What followed was an entertaining journey through the unexpected consequences, challenges and lessons that can emerge when something doesn't go according to plan. There were laughs, moments of reflection and wonderful opportunities to connect with others.

And inviting me to this night was my good friend (who was a sponsor for the event) Ali Bond (owner of Audacious Magazine), who along with host Philippa Middleton, the evening wasn't simply about sitting back and listening. The warm-up activities helped create an atmosphere where people could participate, connect and feel comfortable. Because when someone is brave enough to share their mistakes, they give everybody else permission to acknowledge their own.

BUT I WANTED TO GO ONE STEP FURTHER

What particularly interested me wasn't simply the stories being shared. It was the person who believed Auckland needed a platform for those stories. I wanted to understand the WHY behind Bernadett Robotka, the woman bringing Fuckup Nights to Auckland.
Bernadett is the Auckland chapter lead and event manager for a worldwide movement that began in Mexico City in 2012, when five friends started sharing their failures rather than their successes.
What started as a conversation became an international platform encouraging people to challenge the stigma surrounding failure.
Bernadett has embraced that concept and invested her energy into bringing it to our business community.
And that deserves recognition.

Because behind every initiative is somebody who sees an opportunity to make a difference. Somebody prepared to take a risk. Somebody who believes there's value in creating something that didn't previously exist in their community.

And I wanted to understand what made Bernadett that person.
For me, that's taking the experience to another level, looking beyond the event itself to the person, purpose and commitment required to bring it to life.



WHAT'S YOUR WHY?

What I particularly admire about the Fuckup Nights concept is its willingness to challenge the polished image of business. It's about humanity.

Vulnerability. Courage. Connection.

And turning adversity into an opportunity for somebody else to learn. That's something I strongly believe in through my own work at The Engine and through my brand RISE.

We all have stories.
Some are successes.
Some are spectacular failures.
Some are deeply personal experiences that change us forever.

But imagine the collective wisdom we could create if we were prepared to share more of what went wrong — and what we learned along the way.

So, congratulations to Bernadett and everyone involved in bringing Fuckup Nights Auckland to life. And to Bernadett, I hope more people take the time to discover the person and the WHY behind what you're building. Because sometimes the greatest story isn't simply what's happening on the stage.

It's why somebody cared enough to build the stage in the first place.

THE ENGINE | LEARNING THROUGH EXPERIENCE

At The Engine, we work alongside business owners and leaders through growth, setbacks, difficult decisions and rebuilding.
We don't believe business advice should come only from textbooks or theories. Experience matters. And sometimes the most valuable experience is what didn't go according to plan.

Discover The Engine
Explore Fuckup Nights Auckland



GOOD GOVERNANCE ISN'T ALWAYS COMFORTABLE
Making hard decisions after discovery isn't just good leadership. It's your responsibility.

Discovery can uncover uncomfortable truths. What you do with those truths is what defines your governance.

One of the most important responsibilities of any director, trustee or board member is to ensure the organisation is operating effectively, responsibly and within the law. Yet we regularly encounter organisations where longstanding practices, relationships and assumptions have gone unchallenged for years.

Not necessarily through bad intentions, but because “that's how we've always done things.”

When a board undertakes a genuine discovery process, reviewing financials, contracts, systems, policies, people, performance, risk and accountability, it may uncover gaps that can no longer be ignored. Perhaps roles are poorly defined, expenditure lacks appropriate oversight, reporting is inadequate, or operational arrangements no longer serve the organisation's purpose. Once you know something isn't right, doing nothing becomes a decision in itself.

THE LEGAL OBLIGATION TO ACT
In New Zealand, company directors have duties under the Companies Act 1993, including acting in good faith and in the company's best interests, exercising reasonable care, diligence and skill, and complying with applicable legal obligations. Charity officers and trustees also have responsibilities under relevant legislation, their governing documents and, where applicable, trust law.

These obligations aren't satisfied by simply attending meetings, approving reports or relying unquestioningly on those managing operations. Good governance requires directors and trustees to ask questions, challenge information, assess risk and take appropriate action when concerns are identified.

Importantly, this doesn't mean making rushed or predetermined decisions. Changes affecting employees, contractors or service delivery must be approached lawfully, fairly and with appropriate consultation where required. Good governance demands both courage and due process.

LOYALTY SHOULD NEVER OVERRIDE ACCOUNTABILITY
One of the hardest challenges we see is when professional responsibilities collide with personal relationships.

People may have been involved since the organisation began. They may have volunteered countless hours, helped establish programmes or become deeply connected to its identity.

Their contribution deserves recognition and respect.

© The Engine Limited

But longevity isn't a substitute for accountability, and loyalty cannot override the organisation's obligations.

Sometimes discovery reveals that the structure which worked five years ago is no longer appropriate today. Growth, funding commitments, regulatory requirements and stakeholder expectations demand greater professionalism, clearer responsibilities and stronger controls.

That may mean restructuring roles, introducing formal employment arrangements, changing delegated authorities, strengthening financial oversight or refreshing board capability.

These decisions can be difficult. They may disappoint people. They may challenge relationships.

But protecting the organisation's future must take precedence over preserving arrangements that no longer work.

DISCOVERY WITHOUT ACTION IS JUST AN EXPENSIVE EXERCISE
At The Engine, we believe discovery must lead to informed decisions and measurable improvement. That means documenting findings, prioritising risks, obtaining specialist advice where necessary, making properly authorised decisions and establishing clear accountability for implementation.

It also means communicating with empathy and transparency, particularly when people are affected. The measure of a good board isn't whether it avoids difficult decisions. It's whether it has the integrity, evidence and courage to make them properly.

And remember, appointing an adviser, accountant, lawyer or interim CEO doesn't remove the board's responsibility. The buck still stops with those entrusted with governance.

THE ENGINE | GOVERNANCE & INTERIM LEADERSHIP
Whether your organisation needs an independent discovery review, governance reset, restructuring support or experienced interim leadership, The Engine helps boards and business owners move from identifying problems to implementing sustainable solutions.

Because good governance isn't about keeping everyone comfortable. It's about doing what's right, lawfully, fairly and for the future of the organisation.

Explore The Engine's Governance Advisory Services

“Once you know something isn't right, doing nothing becomes a decision in itself.”

👉 Learn more here.
Businesses may also be eligible for co-funded advisory support of up to $5,000 to work with us.
At The Engine, we don’t deal in assumptions.
We deal in clarity, structure, and execution.
Because when your business starts slipping, the time to act is not later. It is now.



30 DAYS DOWN. 60 DAYS TO GO.

Your 90-Day Plan Is Only as Good as Your Team's Ability to Deliver It.

Last month, we talked about "A 90-Day Plan Your Team Can Actually Use." Now, as we approach the end of October, we're already 30 days into the final 90 days of the year.

So, here's my question: ***How much progress have you actually made? Are your priorities moving forward? Are your managers delivering against expectations? Are deadlines being met? Or has the urgency of running the business overtaken the importance of working on the business?***

All is not lost. But the next 60 days require more than good intentions.

WHEN THE PLAN ISN'T THE PROBLEM

This is often the time of year when business owners reach out to The Engine. They've developed a strategy, set targets and communicated expectations, yet the results aren't coming.

The owner is frustrated. Managers are overwhelmed. Employees are busy, but productivity isn't where it needs to be. Everyone attends meetings, discusses priorities and agrees on actions — only to return the following week with little meaningful progress.

Sound familiar?

The problem often isn't the strategy. It's the management capability and accountability required to execute it.

Having a job title doesn't automatically make someone an effective manager. Management requires the ability to plan, prioritise, delegate, communicate, measure performance, have difficult conversations and hold people accountable.

And those are skills that need to be developed.

ACCOUNTABILITY ISN'T MICROMANAGEMENT

One of the biggest misconceptions we encounter is that accountability means constantly checking up on people. It doesn't.

Accountability means everyone understands what they're responsible for, what success looks like, when it's expected and how progress will be measured.

It means managers have the confidence and capability to lead their teams rather than constantly referring decisions back to the business owner. It means weekly meetings focus on deliverables, obstacles and decisions, not simply what everybody has been busy doing. And it means underperformance is addressed constructively, rather than being allowed to continue until frustration becomes resentment. You cannot delegate responsibility without providing the capability, authority and accountability to deliver.

WHY AN EXTERNAL BUSINESS ADVISER CAN MAKE THE DIFFERENCE

Sometimes business owners are simply too close to the business to see where the disconnect lies. An experienced business adviser or coach brings an independent perspective, challenges assumptions and works alongside owners and managers to turn intentions into measurable results.

At The Engine, we don't believe in producing another beautiful strategy document that sits in a drawer. We work with businesses to build practical 30-, 60- and 90-day action plans, strengthen management capability, establish meaningful KPIs, clarify responsibilities and introduce reporting rhythms that create genuine accountability.

We coach managers to become leaders who can make decisions, manage performance and take ownership of outcomes.
Because a business shouldn't need its owner chasing everyone to make things happen.

THE NEXT 60 DAYS START NOW

There's still time to make a meaningful difference before the year ends. But don't wait until December to discover your September strategy never made it off the page. Review what's been achieved. Identify what's stalled. Reset priorities. Give people clear ownership. Address capability gaps. And establish weekly accountability.
Most importantly, recognise when you need external support.
The cost of getting help is often far less than the cost of another 60 days of poor execution.

THE ENGINE | BUSINESS COACHING & MANAGEMENT CAPABILITY

We help business owners move from frustration to focus, developing stronger managers, clearer accountability and practical plans that deliver results. Our management capability programmes are also registered through the Regional Business Partner Network, with potential co-funding available to eligible businesses.

60 days. Clear priorities. Capable managers. Measurable results.

Let's make the remainder of 2026 count.
Explore Business Coaching at The Engine

Let's talk: businessadvice@theengine.biz



The lesson: A strategy nobody can execute is just a document. Give your team 90 days, with clear agreed priorities and diarise accountability sessions/reporting — then let them deliver.

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WHAT ARE YOU REALLY BUILDING WITH YOUR BUSINESS?

A valuable asset, a lasting legacy — or simply a job you can't leave?

You've spent years building your business. But here's a question every business owner needs to ask: ***What happens to everything you've built when you're no longer there?***

We meet business owners who have invested decades of hard work, sacrificed family time, taken financial risks and poured everything into growing their businesses. They know their customers, manage the relationships, make the decisions and keep everything moving. But ask them about their succession plan, business continuity plan or exit strategy, and the response is often the same.

"I'll get around to that when I'm ready to retire." What if retirement isn't what forces you to step away?

WHAT HAPPENS WHEN LIFE INTERRUPTS YOUR BUSINESS?

This question has become deeply personal for me. When I was diagnosed with aggressive triple negative breast cancer, life didn't politely wait for me to finish my business commitments. Suddenly, my priorities changed. Treatment, recovery, financial pressures and survival became part of my everyday reality. And it reinforced something I've been telling business owners for years.
Your business continuity plan cannot simply be you turning up tomorrow.

What happens if you're seriously ill? Who can make decisions? Who has access to critical systems, banking, contracts and customer relationships? Can your managers lead without you? Does somebody understand the financial position, obligations and operational risks? And importantly, could your business continue generating income while you're unable to work? If your business stops functioning when you stop working, you haven't built independence. You've built dependency.

ARE YOU BUILDING VALUE — OR JUST REVENUE?

There's a significant difference between building a profitable business and building a business somebody else wants to own. A buyer isn't simply purchasing your turnover. They're assessing your profitability, customer relationships, systems, intellectual property, management capability, competitive advantage, future earnings and exposure to risk.

If everything revolves around you, that dependency can reduce the attractiveness and value of your business. The more your business needs you to survive, the harder it may be for somebody else to see its value. A compelling value proposition isn't created the day you decide to sell. It's developed over time through deliberate decisions that strengthen the business, differentiate it from competitors and demonstrate its ability to perform without its founder.

SUCCESSION ISN'T JUST ABOUT SELLING

Succession planning is about creating choices. You may want to sell to an external buyer, transition ownership to family, develop a management buyout, appoint professional leadership or gradually reduce your involvement.

You may simply want the freedom to take three months away without worrying whether the business will survive. But those options require preparation. They require documented systems, capable managers, strong financial reporting, clear governance, risk management and a plan for transferring knowledge and relationships.

A succession plan protects your business. A continuity plan protects it when the unexpected happens. And an exit strategy helps protect the value you've created. All three should work together.

DON'T WAIT UNTIL THE DECISION IS MADE FOR YOU

One of the saddest situations we encounter is a business owner forced to sell because of illness, burnout, financial pressure or changing personal circumstances. Instead of negotiating from a position of strength, they're negotiating against time.

And that can mean leaving considerable value on the table.

At The Engine, we believe the best time to plan your exit is while you're still passionate, capable and actively building the business. Because succession planning isn't about preparing to leave tomorrow. It's about making sure you have choices when tomorrow arrives.

THE ENGINE | SUCCESSION & EXIT PLANNING

Our six-month Succession & Exit Planning programme helps business owners build a stronger value proposition, develop future leaders, strengthen business continuity and create practical succession and exit strategies. Through expert guidance, group coaching and accountability sessions, we help you move from good intentions to an actionable plan designed to maximise business value and protect your legacy.

The programme is registered with the Regional Business Partner Network, with support potentially available to eligible businesses.
You've worked too hard to leave your business's future to chance.
So ask yourself: Are you building a business that needs you — or a business that has value without you?

Discover The Engine's Succession & Exit Planning Programme



THE BUCK STOPS WITH THE BOARD — PART 1

What Are You Actually Signing Up For When You Become a Director?

In our previous newsletters we have discussed the buck stops with the Director. In this Edition we explore the role of a Board Director. Being invited to join a Board of Directors can feel like recognition of your experience, expertise and professional standing. But before you accept that seat at the table, do you truly understand what you're signing up for?

Over my years working in business, governance and leadership, I've encountered directors who take their responsibilities extremely seriously and others who appear to believe their role is simply to attend meetings, offer opinions, approve recommendations and collect a director's fee.

Let me be clear.

A directorship is not a title of prestige. It's a position of trust, accountability and legal responsibility.

And those responsibilities don't disappear because you're a volunteer, a minority voice on the board, or because somebody else was responsible for preparing the information.

YOUR NAME. YOUR DECISIONS. YOUR RESPONSIBILITY.

Under New Zealand's Companies Act 1993, directors have legal duties that include acting in good faith and in the company's best interests, exercising reasonable care, diligence and skill, using their powers for proper purposes and avoiding reckless trading.

You're also expected to understand whether the company can meet the obligations it undertakes. That means you need to understand more than the strategic vision or the glossy board reports. You need to understand the financial position, cash flow, liabilities, risks, contractual commitments, legislative obligations and whether management has the capability and resources to deliver.

You cannot govern what you don't understand.

And you cannot simply assume that because something has always been done a particular way, it must be correct.

A BOARD SEAT IS NOT A PASSENGER SEAT

A good director doesn't need to know everything.

But they must know enough to recognise what they don't know — and have the courage to ask. When financial reports don't make sense, ask questions. When performance is consistently below expectations, challenge the explanations.

When significant decisions are proposed without adequate supporting information, request the evidence. When risks are identified, understand how they're being managed and monitored.

And when something doesn't feel right, don't ignore it simply because you're the newest person around the table. Being a director requires independent judgement, not automatic agreement.

The role isn't to make management comfortable. It's to provide effective oversight, strategic direction and sound governance in the company's best interests.

YOU CAN DELEGATE TASKS. NOT YOUR DIRECTOR'S DUTIES.

Boards rightly engage accountants, lawyers, auditors, consultants and management professionals. That's good governance when the right expertise is needed. But engaging professionals doesn't transfer your statutory duties to them.

You must exercise appropriate judgement about the advice received, make further inquiries when warranted and ensure there are suitable systems for monitoring delegated responsibilities.

The same applies when the board delegates operational authority to a CEO or senior management team. Delegation should come with clear authority, expectations, reporting and accountability. Trust is important. Verification is essential.

BEFORE YOU SAY YES, ASK YOURSELF THIS

Do I understand the organisation's financial health and strategic direction? Have I reviewed its constitution, governance arrangements, significant risks and existing commitments? Do I have the time, capability and willingness to contribute meaningfully?
Am I prepared to challenge decisions, manage conflicts of interest, ask difficult questions and stand by my independent judgement?
And perhaps most importantly:
Am I prepared to make an unpopular decision when it's the right decision for the organisation?

Because there will be times when governance isn't comfortable. There will be difficult conversations, competing priorities, financial pressures and decisions that test relationships. That's when the true responsibilities of a director become apparent.

THE BUCK STOPS WITH YOU — COLLECTIVELY AND INDIVIDUALLY

A board makes decisions collectively, but each director has personal legal duties. You cannot assume the Chair, the CEO or the longest-serving director has everything under control. You have a responsibility to be informed, engaged and willing to exercise your own judgement.

If you're not prepared to ask questions, understand the risks and accept accountability, you need to question whether you should accept the appointment. Because good governance isn't about occupying a seat. It's about earning the trust that comes with it.

THE ENGINE | GOVERNANCE ADVISORY

At The Engine, we work with business owners, directors and boards to strengthen governance capability, accountability, risk oversight and strategic decision-making. Whether you're establishing a board, reviewing its effectiveness or preparing for your first directorship, we can help you understand what good governance looks like in practice.
Before you take your seat at the boardroom table, make sure you understand what comes with it.
Explore Governance Advisory at The Engine
COMING NEXT — PART 2: When the Board Knows Something Isn't Right — What Happens Next?

Let’s have some fireside business chats



FIRESIDE 1: WHEN LOYALTY BECOMES A BUSINESS RISK

Imagine a successful family-owned business where the same senior manager has been trusted for 15 years. The owner considers them indispensable, rarely questions their decisions and assumes everything is running smoothly.

But an independent business review uncovers a different picture. Profit margins are declining, purchasing decisions lack oversight, staff turnover is increasing and key operational processes exist only in the manager's head. The business has become dependent on one person rather than effective systems.

The owner faces an uncomfortable choice: ignore the findings to preserve a longstanding relationship or address the risks. Instead, they introduce financial controls, clarify responsibilities, establish performance expectations and follow a fair process to address management concerns.

The lesson? Loyalty is valuable, but it cannot replace accountability. Good governance means acting on evidence, even when the conversations are difficult.

Our fireside question: Are you making decisions based on what's best for your business — or avoiding them because of who might be upset?

The Engine | Governance Advisory & Business Improvement

Explore our services

FIRESIDE 2: WHEN THE HR MANAGER IS DISMISSED — AND THE EMPLOYER GETS IT WRONG

A recent Employment Relations Authority decision involving Bidfood Limited should be a wake-up call for every New Zealand employer. In a case reported on 24 October 2026, a senior Human Resources and Health and Safety Manager, who had worked for Bidfood for more than eight years, was dismissed following a workplace incident involving a racial remark.

The employer had concerns about the employee's conduct. But the Employment Relations Authority found that the disciplinary process itself was fundamentally flawed.

Allegations were added during the investigation, responsibilities within the process became confused, and the employee wasn't given a fair opportunity to respond to the potential disciplinary outcome.
The result? An unjustified dismissal finding.

The Authority awarded compensation and lost wages totalling approximately $34,500 after reductions for the employee's own contribution to the situation.

And here's what makes this case particularly interesting.

The employee was the HR Manager.

If an organisation with dedicated HR capability can get its employment processes wrong, what does that mean for the thousands of smaller businesses managing difficult employment situations without specialist support?

THE LESSON FOR BUSINESS OWNERS

Having concerns about an employee's behaviour doesn't automatically give you the right to dismiss them.
Employers need to follow a fair and reasonable process, genuinely consider the employee's response and ensure decisions are made impartially.

Recent legislative changes have altered aspects of New Zealand's personal grievance framework, but fair treatment remains an essential part of sound employment practice.

A rushed decision, poorly documented investigation or predetermined outcome can turn an already difficult situation into an expensive employment dispute.

And the costs aren't simply financial.

There's management time, workplace disruption, reputational damage and the impact on everyone involved. Good HR isn't about avoiding difficult decisions. It's about making those decisions properly.

THE ENGINE'S FIRESIDE QUESTION

If one of your employees challenged a disciplinary decision tomorrow, could you demonstrate that your process was fair, your evidence was sound and your decision was justified?
Or would you be relying on the belief that you did what seemed right at the time?

THE ENGINE | PEOPLE, PERFORMANCE & HR ADVISORY

At The Engine, we help business owners navigate the complexities of people management, performance, organisational change and workplace accountability.

From management capability and HR processes to independent reviews and restructuring support, we help you identify risks, strengthen your systems and recognise when specialist employment-law advice is required.

Because getting the right advice before making a decision is far less costly than defending the wrong one afterwards.
Talk to The Engine — www.theengine.biz

Reach out to businessadvice@theengine.biz for a confidential chat.

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Leadership, risk & the decisions ahead

Sep 28, 2026 | Newsletter

WHEN LIVED EXPERIENCE BECOMES LEADERSHIP Keynote Speaking That Creates Awareness, Conversation & Action Recently I had the privilege of delivering a keynote to business leaders at the mySolutions Business Leaders Conference at the Radisson Hotel in Auckland. Thank...

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You don't have to do business alone

Aug 28, 2026 | Newsletter

Hire the Best Person for the Job - Then Manage Them by the Laws of the Land Your culture matters. But New Zealand Employment Law Applies. There is a conversation we are having increasingly often with business owners, and it starts well before somebody receives...

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The business didn't have a sales problem. It had a leadership problem

Jul 31, 2026 | Newsletter

Standing Up. Speaking Up. Delivering Change. This month I had the privilege of standing on the steps of Parliament, not as a politician, but as an ordinary New Zealander determined to create extraordinary change. Over the past 18 months my advocacy for equitable...

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Click on the read more for each newsletter below. All newsletters are here.



Change Starts with You

Sep 22, 2025 | Newsletter

Change starts with YOU: Why business owners must commit to True Transformation Every business owner we meet has, at some point, said the words "I want things to change." Maybe it's about growing sales, building a stronger team, creating more balance, or adapting to...

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Strong finish to 2026. Stronger start to 2027.

Aug 18, 2025 | Newsletter

Strong finish to 2026. Stronger start to 2027. Navigating the critical months ahead - to not take action will leave your business on the hamster wheel Last month's newsletter sparked plenty of conversations, calls and action around The Engine's Business Warrant of...

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Is your business really fit for the road ahead?

Jul 18, 2025 | Newsletter

Is your business really fit for the road ahead? Would you pass a business warrant of fitness? With many companies falling over and equally many more barely with a pulse, having a business warrant of fitness completed by The Engine Limited could not be more relevant...

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What's my endgame? The one question business owners often forget to ask when starting out

Jun 18, 2025 | Newsletter

What's my endgame? The one question business owners often forget to ask when starting out When you start a business, it's usually about the idea, the opportunity, or simply the urgency of needing to make a living. You jump in, energised by possibility, fuelled by...

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Structure. Clarity. A Solid Plan... and Someone to hold you to it.

May 14, 2025 | Newsletter

Structure. Clarity. A Solid Plan... and Someone to hold you to it. In business, drifting is dangerous. Without a clear structure, focused direction, and someone to challenge the status quo, even themost promising ventures can lose momentum. As seasoned business...

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This Was Meant to Reach You: Turning Motion into Momentum

Jan 16, 2025 | Newsletter

This Was Meant to Reach You: Turning Motion into Momentum The Mountain is You: Plan, Pivot, and Prosper in 2025 Are you busy in the trenches, or are you moving your business forward? There's a difference, and it's one I see too often in businesses stuck in a cycle of...

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THE ENGINE™
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Full Resource Library

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businessadvice@theengine.biz