

AHURI 71084 broad interview topic guide

Interview group	Discussion focus
<p>Peak bodies Tier 1 & 2 Affordable housing provider CEOs</p>	<p>Capacity needs and organisational development/change management strategies</p> <ul style="list-style-type: none"> • What are your organisation’s current capacities (financial, workforce levels, skills mix & profile, governance, business systems and infrastructure, performance reporting etc)? <ul style="list-style-type: none"> – Are these at a sufficient level for your organisation to expand e.g through large scale public housing transfers and other means? What aspects are sufficient? What aspects are not? On what basis do you assess their sufficiency (i.e. how do you measure capacity)? – What would your organisation need to do (e.g. restructure, change in management strategies, outsource part of your business, new training and professional development initiatives, new alliances, new IT) to build up capacity? • How are your current capacity building strategies developed and resourced <ul style="list-style-type: none"> – What is the diagnostic and development process followed – How do you measure this investment – What is the current level of activity/ resourcing – How are key strategies being achieved – what is the role of specialist staff, expert consultants, utilising partnerships/alliances specific networks for learning, pro bono contributors etc? • What are your specific business plans and strategies for the next five years, relating to <ul style="list-style-type: none"> – Expansion and diversification of business – Organisational, workforce and governance reviews/ development – Change management – Business infrastructure investment – Mergers/ partnerships/networking – How will planned developments be resourced? • What are your views on the respective roles for industry and government led capacity building strategies? <ul style="list-style-type: none"> – What should be the capacity building priorities for the industry and government in the next 5 years? – What aspects/ parts of the industry are most in need of capacity building in your view?
<p>Training, educational and professional agencies</p>	<p>Gaps and priorities in professional development activities tailored to industry development, future priorities, industry standards and exemplars</p> <ul style="list-style-type: none"> • In what ways does your organisation provide support to the affordable housing industry and its staff? No of orgs, jurisdictions involved in? • What are the priorities that the industry is currently focusing on? How have priorities changed in the last five years? • What are the main gaps in training and professional development for affordable housing industry staff? How were these diagnosed? • How have these gaps and priorities been affected by policies on public housing transfer and other growth drivers?

	<ul style="list-style-type: none"> • What aspects/parts of the industry are most in need of capacity building in your view? What should be the industry capacity building priorities for the next 5 years? • What other industry development strategies that you know of would you cite as good practice offering possible learnings for the affordable housing industry?
Major lenders into the affordable housing industry	<p>Lender requirements, perceived capacity constraints, business directions, capacity building priorities, role of lenders</p> <ul style="list-style-type: none"> • What are your organisation's current lending requirements for an affordable housing provider looking to expand the scope of its business? • What capacity building roles have your organisation performed to date? • What are the perceived capacity constraints (e.g. associated with delivering development projects, diversifying businesses) of the affordable housing industry? <ul style="list-style-type: none"> – How do you think these can be overcome (e.g. increased support from different levels of government, new financing products from the banking industry)? – What aspects/ parts of the industry are most in need of capacity building in your view? • What business directions does your organisation see the affordable housing industry taking in the foreseeable future? • What should be the industry capacity building priorities for the next 5 years? What roles can lenders play in achieving these priorities?