



# Reflecting on a Year of Growth and Learning at Marie Tovio Consulting

As 2024 comes to a close, it's a time for reflection and gratitude at Marie Tovio Consulting. Looking back, I'm proud to have supported my clients through a year filled with both challenges and successes, from navigating changes brought about by the country's current economic climate and a change of government, to enhancing workplace practices. Here's a brief look at some of our highlights and key learnings from 2024.

## **Biggest Success: Growing in a Recession**

In an economically challenging year, Tovio Consulting has continued to grow, which is no small feat. Despite the pressures of a recession, I've been able to coach my clients and their managers, as well as streamline and improve their people strategies and HR processes, achieving results that speak to the power of resilient, well-supported and proactive businesses. This success underscores my belief that, even in tough times, investing in people and workplace culture is key to sustainable growth.

## **Biggest Learning: The Power of Slowing Down**

This year, I experienced an unexpected lesson in the power of

slowing down. A significant ankle injury in June required me to pause, reflect, and focus on what truly matters.

However, it turned out to be a blessing in disguise, bringing clarity and allowing me to concentrate on refining my vision and client services. Sometimes being forced to take a slightly slower pace has its benefits (especially for those of us who love being busy and are quite goal oriented)! This learning experience highlighted the importance of balance and intentionality—lessons I bring to my work with clients, encouraging them to take stock, prioritise their goals, and sometimes take a step back before acting.

### **Reflecting on 2024's Key Events**

From changes in the economic environment to an increased focus on workplace wellbeing and flexibility, 2024 has been a year of significant developments for New Zealand employers. Through these changes, I've remained committed to providing up-to-date insights and support, helping clients navigate new requirements confidently and compliantly.

As well as supporting the growing number of clients that Tovia Consulting has directly, I have also assisted other service providers with HR and ER service delivery to their clients during 2024. One such business is Three Sixty Consulting Ltd. Founded in 2009 by Natalie Thain, Three Sixty is a company that offers a full range of organisation development and human resources consulting services throughout Aotearoa New Zealand. I have really been enjoying supporting the wide range of clients that Natalie has, across New Zealand.

And another business that I'm particularly excited to let you know about, is Injury Doc NZ; a new company that helps workers and workplaces navigate the current injury management framework within Aotearoa. Simply put, Injury Doc aims to provide a more positive experience and better outcomes – and if you're a manager or business owner that's dealt with injury management previously, you'll know exactly what this means. It's a unique offering too, because it brings together collective experience across medicine, occupational health, injury management, health and safety as well as employment relations, to provide a collaborative rehabilitation model that is also available throughout the country. And for those of my clients who already enjoy the amazing services provided by the team at Hemisphere Health in Nelson, you'll be pleased to know that Injury Doc NZ is founded by Gemma Newburn, Occupational Health Physiotherapist and Director of Hemisphere Health.


Check out more about Injury Doc NZ here:

<https://www.injurydoc.nz/>

I can't wait to see what 2025 has in store. It already feels like it's going to be a really busy year. And I have a few other exciting plans in the works, to expand my offering further, and hopefully add even more value for my clients. Watch this space!

I am so incredibly grateful to all of my clients, who have enabled me to do what I am absolutely passionate about. The opportunities I have, to support my clients, mean the world to me, and I look forward to an even more impactful year in 2025. I wish you all a relaxing and refreshing holiday season, and if any urgent

HR matters arise, know that I will be available (excluding on the public holidays themselves), for telephone advice between 27 December to 3 January, and back in my office from Monday, 6 January 2025.

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