

## Walk the Talk Award Entrant: Danny Broughton – New Zealand Defence Force

Video Link: <https://vimeo.com/141145019>

**A Force to be reckoned with.** The NZDF is strongly committed to supporting its diverse workforce of 14,000 uniformed and civilian personnel, representing all demographics of New Zealand society. It has introduced initiatives to support an inclusive culture where everyone can flourish.

Warrant Officer Class One Danny Broughton, a veteran soldier with almost 40 years' service in the New Zealand Army, was appointed to the role of Warrant Officer of the New Zealand Defence Force (WODF) in January 2014. WODEF is the most senior Non-Commissioned member of the Defence Force (NZDF) and is a member of the personal staff of the Chief of the Defence Force (CDF). He is responsible for the strategic direction of the NZDF's 8700 Non-Commissioned personnel. He supports the command system in two important areas, by explaining all personnel matters of NZDF policy and by promoting excellence, professionalism and teamwork.

WO1 Broughton is seen as an inspirational and effective leader who (literally and figuratively) walks with a diverse range of people to publicly show the NZDF's support for the unique qualities everyone brings to the organisation. A prolific user of social media, Danny uses his WODF public Facebook page to interact with and show the human face of the NZDF to a wide range of people. He lives the belief that we should not just include our people, but also empower them.

Danny has played a pivotal role in embedding the new NZDF Leadership Development Framework and was selected as a leadership facilitator when the NZ Army integrated its Leadership Development Framework. Major John Barclay, Project Officer (Leadership), Leadership Development Group (and the first WODF to be appointed) says that Danny's "success as a leader and facilitator and as WODF is due, in part, to his ability to understand the importance and strength of a diverse workforce and linking this through to his responsibility to leading at the strategic level - transformational leadership". Danny regularly meets with NZDF personnel, from the most senior ranks to the newest recruits whom he addresses during their initial weeks of training.

Although he wears a uniform, Danny's mana is recognised by both military and civilian personnel. Engineering Drawing Supervisor Dave Sherriff, a NZDF wheelchair basketball representative at the 2014 London Invictus Games says "...in his role Danny is called upon to support diversity and equality. He is not afraid to put his face behind various groups".

Danny has been a driving force in championing diversity and inclusion initiatives at the highest level of the NZDF. Colonel Karyn Thompson, Chair of the NZDF Women's Development Steering Group and Programme Manager for the Defence Excellence through More Military Women Programme, describes Danny as a key influencer in the gender equity space - because of the mana and respect Danny has across the NZDF, he has had enormous impact with a very gentle approach. In particular Major Barclay describes him as someone who "guides and shifts the "culture keepers" in the NZDF which is enormously beneficial in terms of influencing cultural change. His impact on the NZDF is therefore

considerable, quite simply he WALKS THE TALK. (He is a )...a multi-dimensional leader who connects with all levels through an understanding of the demands and challenges at each level.

Danny is an exemplary role model of the behaviour CDF expects of all personnel, civilian or military. Squadron Leader Stu Pearce, former Chair of Overwatch, says as a straight ally Danny was crucial in taking the OverWatch "message to the workforce, to model the behaviours we needed to see throughout the NZDF. Danny was acutely aware of his image as the most senior non-commissioned soldier and didn't hesitate to step up and be an ally for the NZDF LGBTIQ people. When he walked with us in the 2014 Auckland Pride Parade he challenged perceptions of what a soldier should be. Here was Danny Broughton, a highly decorated hard as nails, highly respected soldier, walking side by side with lesbian, gay, bisexual, transgender personnel and civilians. Danny Broughton embodies what the NZDF means by comradeship; bravely putting himself out there as an ally for gender and orientation diverse people. He knew he would get stick for it but he did it anyway. This act of courageous leadership challenged stereotypes and sent a wholly positive message to all people that there is an expectation to stand by your comrades not against them"

When former Assistant Chief of Personnel, Brigadier Howard Duffy, was asked to comment on Danny's nomination for the Walk the Talk Award, he gave his unqualified support. Brigadier Duffy commented that "Danny demonstrates strong and genuine leadership in valuing the diversity of our people. Danny is a top example of someone who walks the talk, as can be seen by his actions in relation to LGBTI, Maori and ethnic personnel, women, disabled personnel, veterans, NZDF families, and our youngest Defence members. Due to Danny's active engagement with the full spectrum of our diverse personnel, NZDF believe he is the perfect nominee for the Walk the Talk Award".