

Te Remu o te Huia

**A bespoke model of governance and leadership for
Te Rūnanga o Ngāti Hauiti**

Rapua te ara Rangatira kia hikitia ai te oranga tangata
Leadership, governance and decision making models to achieve health equity



Presentation to
Te Rūnanga o Ngāti Hauiti
Ruhi
24 February 2024

Ngā Tikanga o te Rā

House Rules

- Phones and other devices: please put on silent and store in bags
- Engagement: there will be plenty of time for kōrero and wānanga, please hold onto your pātai until we open the floor
- All questions and whakaaro are valuable
- Respect each others right to kōrero
- Other general rules:
 - Rolling cups of tea
 - Use the wharepaku if you need to
 - There will be 10 minute breaks throughout the day



Ngā Nekehanga

Agenda



Wā	Mahi	
11am-11:10am	Ngā Tikanga o te Rā	House Rules
11:10am-11:30am	He Kupu Whakataki mō Rapua	Re-introductions to Rapua
11:30am-12:30pm	Ngā Rau Mātāpono	Our values
12:30pm-1pm	Ngā Rau Huarahi	Our Processes
1pm-1:30pm	Kai o te rānui	Lunch
1:30pm-2pm	Ngā Rau Huarahi	Our Processes (cont.)
2pm-3pm	Ngā Rau Tangata	Our People
3pm-3:30pm	He Whakakapi	Conclusions

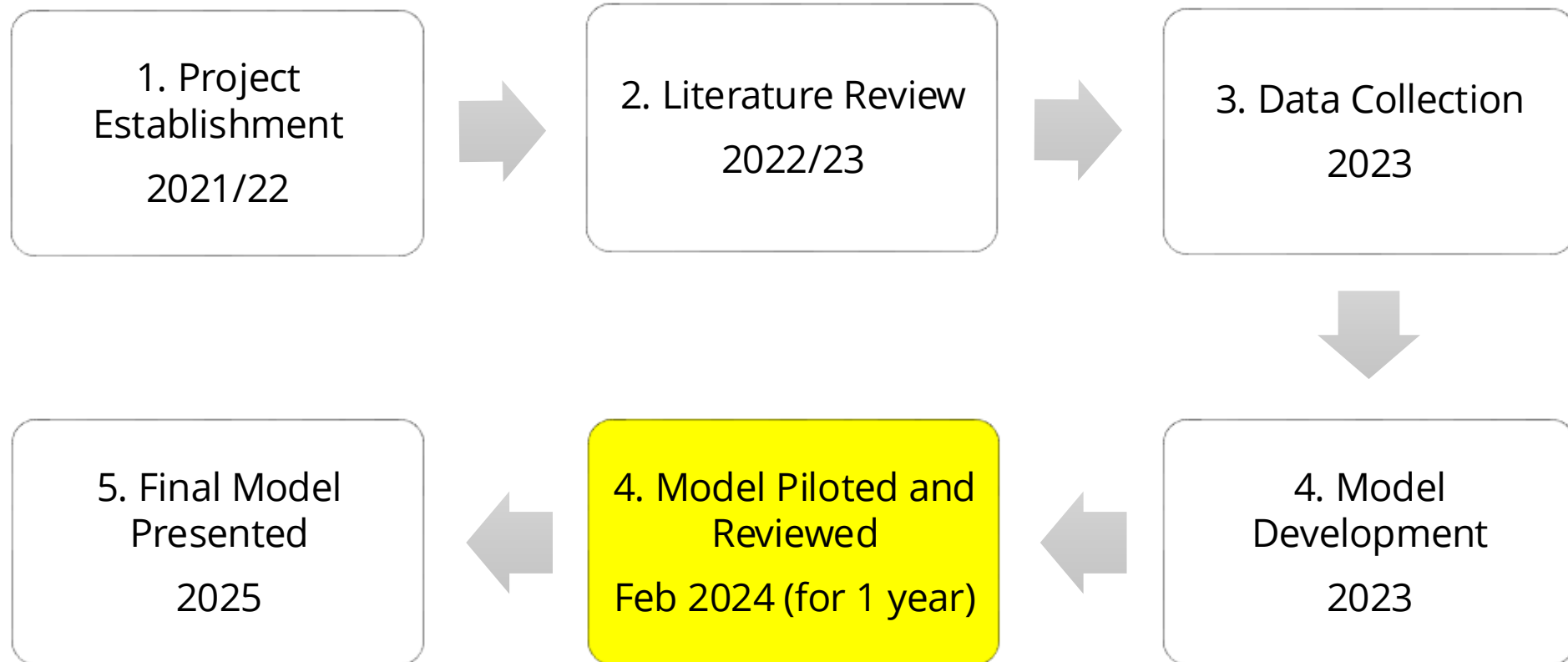


He Kupu Whakataki mō Rapua

Re-introduction to Rapua

- Who is involved?
- What is Rapua about?
- Where are we now?
- What are the key outputs?







RAPUA TE ARA RANGATIRA

KIA HIKITIA AI TE ORANGA TANGATA

Effective governance and leadership, based on sound decision-making practices and procedures, are key components in iwi development; the objective of which is to ensure the longevity of the tribe into the future. Learning from the experiences of tribal leaders from Ngāti Hauiti and beyond, this project will develop a fit-for-purpose model of iwi leadership and decision-making to enhance current Hauiti governance practice. Ultimately, the implementation of a bespoke governance model will support tribal leaders to achieve the long-term goal of wellbeing for the people.



Scan the QR Code to
see our project on the
Kia Puāwai website

WHAT WE'VE ACHIEVED

22 Key informant interviews with a range of tribal leaders and governors were undertaken in the first phase of data collection

- Presented the project to the Ngāti Hauiti Rūnanga and received endorsement for the study
- Attended the National Māori in Governance Summit
- Supported a Ngā Pae o Te Māramatanga Summer Studentship 2022-2023
- Commissioned a literature review on contemporary Māori leadership, governance and decision-making models

The leaders and governors had substantial experience and knowledge gained working with Te Rūnanga o Ngāti Hauiti, Māori land trusts, marae, treaty settlement entities, charitable trusts, companies and local government from the Te Ranga Tupua collective

WHERE TO FROM HERE?

- A series of in-depth wānanga with local governance experts
- Development of the model to be trialled in 2024
- Creation of supporting documentation for model implementation

FIND OUT MORE

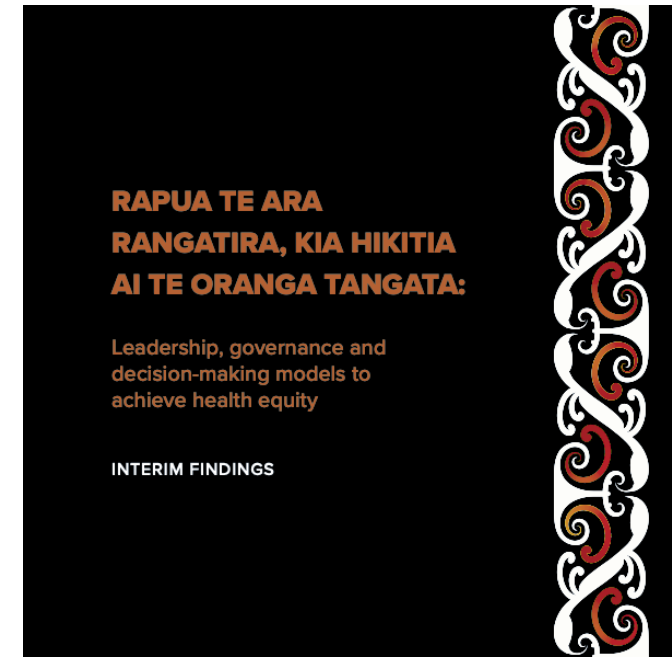


[www.https://kia-puawai.whakauae.co.nz/project-1](https://kia-puawai.whakauae.co.nz/project-1)

Kua puta atu te pukapuka nā a Interim Findings ki te ao mārama!

Interim Findings Book

- Re-introduction to Interim Findings book
 - What is it about?
 - How did we create it?
 - What did we learn (themes)?
- Dissemination and new copies



Te Remu o te Huia

A bespoke model of governance and leadership for
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- Huia narrative and its significance to Ngāti Hauiti
- Te Remu
- He taurite (balance)
- Rangatiratanga (chieftainship)



TE REMU O TE HUIA

A bespoke model of governance and leadership for Te Rūnanga o Ngāti Hauiti

NGĀ RAU MĀTĀPONO

These are our *principles and values*

NGĀ RAU TANGATA

These are our *people*

NGĀ RAU HUARAHI

These are our *processes*



He kupu whakataki mō te huia

Te Remu o te Huia is a custom-made, fit for purpose, Rangatiratanga centred model of leadership, governance, and decision-making. It draws upon the cultural symbolism of the extinct huia, a bird, whose remu were traditionally revered by Rangatira and Ariki alike as plumes for the most sacred part of the body, their heads, signifying their mana. Thus the tail feathers give expression to Rangatiratanga and ultimately, Tino Rangatiratanga, which are underlying concepts of the model.

Utilising the 12 tail feathers of the huia as markers, the Rangatiratanga model comprises 12 key features. These features are grouped into three parts or Ngā Rau namely;

- Ngā Rau Mātāpono – Principles and Values
- Ngā Rau Tangata – People
- Ngā Rau Huarahi – Processes

Huia lived together in dependant pairs with the male's shorter pointed beak used to 'chisel' at decaying wood looking for huhu grubs while the female's longer uniquely curved beak probed denser timber. In essence they complemented each other as do the 12 key features of the model.

Each feature is reliant on one another in order to reach the model's full potential enabling improved outcomes for Iwi Māori. Nowadays, the huia have entered the realm of wairua and are now kaitiaki ki tua o te ārai.



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- Mātauranga Māori – Māori Knowledge**
Mātauranga Māori, knowledge and culture, past, present, and future is embraced and practiced within all aspects of governance
- Tikanga Māori – Principles**
At the core of the Rūnanga are a set of principles used to guide the way it conducts itself and include rangatiratanga, kaitiakitanga, manaakitanga, whanaungatanga and Kotahitanga
- Te Kawa o te Marae – Protocols of the Marae**
Centred in the realm of ngā atua and expressed through the protocols of the Marae, governors are able to give practical affect to cultural practices when undertaking their duties
- Te Rākau a te Pākehā – Governance Guidelines**
Understanding, utilising and taking advantage of sound governance practices and tools of the Pākehā whilst upholding mātauranga, tikanga and kawa

NGĀ RAU TANGATA These are our *people*

- Whakapapa – Genealogy**
Iwi Māori governors and leaders represent their whānau and whakapapa, have a strong sense of their identity, and understand their connections with others
- Ngā Pūmanawa – Intrinsic Characteristics**
Personal qualities influence an individual's leadership style, how they approach tasks, interact with others, and navigate various situations
- Ngā Pūkenga – Learned Skills**
Individuals' skills add value to discussions and decision-making processes and therefore upskilling is a necessary requirement of good governorship
- He Tauatanga – Enduring Leadership**
A commitment to engage with the next generation of leaders and to nurture collective identity is important to sustaining the vitality of the Rūnanga

NGĀ RAU HUARAHI These are our *processes*

- Te Whakaahuahanga – Representation & Composition**
The governors of the Rūnanga are elected by the people, have particular roles to perform and represent the collective interests of the iwi by bringing their expert knowledge, experience and leadership styles
- Ngā Tūranga me ngā Haepapa – Roles & Responsibilities**
Each member of the Rūnanga has specific roles and responsibilities to fulfil, and like the workings within the marae, every job is essential to the achievements of the collective
- Ngā Tikanga o te Whare – Meeting Procedures & Protocols**
Grounded in Te Kawa o te Marae, the Rūnanga is guided by a series of procedure and protocols designed to achieve clear communication, active engagement, full participation and consensus decision-making
- Ngā Whakahaere – Administrative Support**
Providing the administrative support to the Rūnanga that enables governors to fulfil their duties to the best of their abilities



NGĀTI HAUITI



Kāpūwhiri



WHAKAUAE

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Kāpūwhiri



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NGĀ RAU HUARAHI These are our *processes*

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Ngā Tūranga me ngā Haepapa – *Roles & Responsibilities*

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Providing the administrative support to the Rūnanga that enables governors to fulfil their duties to the best of their abilities

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Mahi	Time Allocation
Present Rau Matua (go through workbook)	20 minutes
Workshop/wānanga (small groups)	30 minutes
Present back summary kōrero	10 minutes
	(1 hour total)



- What is the workbook?
- Why it is a “living” document?
- How does it contribute to “model implement and review” stage of the research?



Ngā Rau Mātāpono

These are our values

- What is each rau?
- Why are they important to leadership, governance, and decision-making?
- Therefore, what are our collective responsibilities to uphold the mana of each rau?

Ngā Rau Huarahi

These are our processes

- What is each rau?
- Why are they important to leadership, governance, and decision-making?
- Therefore, what are our collective responsibilities to uphold the mana of each rau?

Ngā Rau Tangata

These are our people

- What is each rau?
- Why are they important to leadership, governance, and decision-making?
- Therefore, what are our collective responsibilities to uphold the mana of each rau?

He Whakakapi

Conclusion

- Mihi
- Returning next 3 quarterly hui for review and feedback (1 hr max)
- Bring workbooks to next hui
- Questionnaire
- Un-resolved rau
- Send any feedback to utiku@whakauae.co.nz
- Prizes