



# Māori Emerging Leaders

## Information sheet

**Māori Emerging Leaders – growing a network of early-in-career Māori public servants with the skills and confidence to step into leadership and governance roles in the future.**

The Public Service is committed to better supporting relationships between Māori and the Crown under Te Tiriti o Waitangi | Treaty of Waitangi. Māori Emerging Leaders recognises the potential for Māori to lead significant transformation in the public sector towards achieving better outcomes for Māori.

### Outcomes

For participants, the programme will:

- build their confidence and skills to lead and to serve in their communities and the Public Service
- equip them to navigate their development and career in the Public Service
- provide access to ongoing support through a network of Māori across the public sector.

Senior Public Service mentors will gain insights and an understanding of the challenges, work and opportunities for early in career Māori public servants, and how they can better support Māori aspirations in their organisations.

### Delivery

The programme runs over 10 months and includes:

- a series of four x 3-day wānanga (planned for March, June, September and November 2023)
- 1-1 mentoring for participants
- personal reflective practice
- regular check-ins with individuals and small groups
- delivery of a service project

### Content

The programme, delivered by Tukaha Global Consulting Ltd, is grounded in whakaaro Māori and te reo me ōna tikanga to ensure the mauri of the kaupapa and its participants are protected and enhanced.

It is framed around service as a core value of Māori leadership, enhancing mana and mauri for the leader and those they serve. A service project provides each participant with the opportunity to lead an initiative that adds real value and has meaning for them.

Participants will increasingly step up to lead different parts of the programme as they explore mai i te kore, ki te pō, ki te whaiao, ki te ao mārama – from nothing to the night, from the night to the world of life and light. This creation narrative frames the four



wānanga. It serves as a development process for participants as they grow their understanding of the context within which they work and the significant role they can play as Māori in the future of our country.

Wānanga are marae-based and hosted in various locations across Aotearoa New Zealand regions, providing opportunities for participants to engage in tikanga and kawa practices, learn the pūrākau and whakapapa of each area, and engage with and be of service to local communities.

Mentoring is based on tuakana/teina relationships and the reciprocity that is inherent within these. It supports participants to navigate their development and future leadership opportunities. Mentors may also support participants in the design and delivery of their service project.

Participants will have the opportunity deepen their understanding of being Māori in the Public Service through experiences and reflections of former and senior Māori public servants. Through this engagement, participants will also be exposed to a range of tools and techniques used to navigate and manage the complexities of the dual role.

Exposure to Māori leadership journeys and career path stories from community leaders and public servants will complement the reflective practice participants undertake to understand and develop their own leadership style and navigate their career journeys.

## **For Participants**

### **Criteria**

Māori Emerging Leaders is for 30-35 Māori aged 23-30 who have leadership aspirations and potential, and between two- and five-years' experience in the Public Service. You must currently be employed by a Public Service department, departmental agency or agency that is part of the Public Service Leadership Team (ACC, Kāinga Ora, NZTE, NZ Police, New Zealand Defence Force and Waka Kotahi - NZTA)

In selecting participants, consideration will be given to a range of matters to ensure diversity across the group including:

- age
- gender
- role type eg front line v enabling functions (policy, finance, admin etc)
- geographical location
- iwi
- agency.

### **Time and cost commitments**

It is essential that each participant is given the support and time to fully participate. Wānanga are being planned for March, June, September and November 2023 and in some instances will be across the weekend. Additional travel time may also be required for those who live outside the main centres.



**Participant rate:** \$5,200 (excl. GST and travel costs. It is expected that participation costs, travel and associated costs will be covered by agencies. Enquire for further information.

**Wānanga delivery** will be in accordance with the government's latest COVID guidelines.

### **Expressing interest**

The expression of interest form for participants is available on our website:

[ldc.govt.nz/programmes-and-events/maori-emerging-leaders](https://ldc.govt.nz/programmes-and-events/maori-emerging-leaders)

### **For Mentors**

#### **Criteria**

Either:

- Chief Executives or Deputy Chief Executives
- Senior Māori leaders

#### **Time commitment**

Attend an initial briefing session.

Meet with participant a minimum of five times over the programme duration, once before the first wānanga and once after each wānanga. This is a guide only, often meetings are held more frequently and relationships built last beyond the programme.

#### **Matching process**

Mentors and participants will be matched based on information provided and taking into account a range of factors including:

- Areas of common interest and/or work experience
- Current roles and agencies (preference that mentors and participants are from different agencies)
- Geographical proximity (to enable opportunities for face to face engagement)

Confirmation of mentors will be made after the participants have been selected. This is to ensure the mentors can meet the development needs of the participants.

#### **Expressing interest**

See our website for more detail if you are interested in mentoring:

[ldc.govt.nz/programmes-and-events/maori-emerging-leaders](https://ldc.govt.nz/programmes-and-events/maori-emerging-leaders)

### **Key dates**

Expression of interest for both participants and mentors are due 9 December 2022.

Participants and their managers will be advised of the outcomes of the expressions of interest by 20 December 2022. Payment is due 31 January 2023.

Participants and mentors will be advised of the outcome of the mentor matching process in January 2023.