



Rangatakapu o Te Arawa Visions of Change

Report 3 -

Rangatakapu Strategy Launch

Te Kotahitanga o Te Arawa Waka
Fisheries Trust Board

October 2010





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2 Executive Summary

The purpose of this report is to provide Te Kotahitanga o Te Arawa Waka Fisheries Trust Board with a final milestone report for the *Rangatakapu o Te Arawa Visions of Change Project*.

Rangatakapu o Te Arawa is a movement which has been initiated by potential future Te Arawa leaders to enhance the knowledge and skill sets they require to help build great futures for Te Arawa.

The *Rangatakapu o Te Arawa* Strategy was launched at an event held at Tamatekapua Marae on 24 September 2010. The strategy affirms the significant role that the rangatakapu group, and its individual members, can play in collectively building better futures for Te Arawa.

The aim of the strategy launch was to provide leadership thinking and inspiration; present a clear strategy; develop kotahitanga (unity of thought), strengthen whanaungatanga, discuss strategies for maintaining momentum and engagement; and understand how best to deliver tangible outcomes for Te Arawa.

A total of 25 people attended the strategy launch and participants came from Rotorua, Wellington, Auckland and Tauranga.

The wananga included a presentation on 'Maori leadership and leading significant change' from Sir Wira Gardiner, a presentation and dissemination of the *Te Rangatakapu o Te Arawa* strategy and booklet, a workshop on implementing the strategy and a presentation from Eruera Morgan on a Te Reo o Te Arawa project.

Key discussion themes at the wananga were: the nature of *Rangatakapu o Te Arawa*; establishing a formal structure; bridging; keeping it going; identifying key relationships; supporting Te Reo o Te Arawa project; and having a project focus.

An evaluation of the wananga indicated that overall, 75 percent of rangatakapu rated the Strategy Launch Wananga as tau ke (excellent) and 25 percent rated it as pai (good). Quotes from rangatakapu highlighted their commitment and support and provided valuable insights on areas of improvement and key learning.

The next steps for *Rangatakapu o Te Arawa* involve: regular activity and establishing three forums in 2011 to bring Rangatakapu o Te Arawa together; strategies and actions for establishing communication and keeping connected; informing Te Arawa entities of the strategy; and kicking off one or two new key projects for rangatakapu.



3 Background

3.1 Purpose and Outputs

The purpose of this report is to provide Te Kotahitanga o Te Arawa Waka Fisheries Trust Board with a final milestone report for the *Rangatakapū o Te Arawa Visions of Change Project* including the following contracted outputs:

- Venue organised and Rangatakapū strategy launched;
- Promotion of event to Te Arawa; and
- Evaluation completed and summary provided.

3.2 Success Indicators

The success indicators are:

- Te Arawa informed of launch and media in attendance;
- Rangatakapū from Auckland, Wellington and Rotorua participate in the launch;
- Te Arawa Rangatakapū strategy successfully launched.

3.3 Introduction

Rangatakapū o Te Arawa is a movement which has been initiated by potential future Te Arawa leaders to enhance the knowledge and skill sets they require to help build great futures for Te Arawa.

In order to make a meaningful contribution, rangatakapū recognised the need for a simple strategy to articulate their role and purpose in Te Arawa's advancement and to clarify the goals and outcomes they could achieve.

Several earlier projects, the Rangatakapū Emerging Leaders Programme and the Visions of Change Project, generated much support, momentum and ideas toward a *Rangatakapū o Te Arawa Strategy*.

The *Rangatakapū o Te Arawa Strategy* was launched at a wananga held at Tamatekapua Marae on 24 September 2010. The strategy affirms the significant role that the rangatakapū group, and its individual members, can play in collectively building better futures for Te Arawa.

The wananga included a presentation from Sir Wira Gardiner on 'Maori leadership and leading significant change'; a presentation and dissemination of the Te Rangatakapū o Te Arawa strategy and booklet; and a workshop on implementing the strategy.



4 Rangatakapu Strategy Launch

4.1 Aim of the Rangatakapu o Te Arawa Strategy Launch

The aim of the strategy launch was to:

- Provide leadership thinking and inspiration to keep *Rangatakapu o Te Arawa* committed and engaged in the kaupapa;
- Present a clear strategy and develop kotahitanga (unity of thought) regarding our contribution to Te Arawa;
- Strengthen the whanaungatanga amongst *Rangatakapu o Te Arawa*;
- Discuss strategies to maintain momentum and engagement to sustain a voluntary and kaupapa driven initiative;
- Identify the next steps to deliver tangible outcomes for Te Arawa.

4.2 Promotion of Event

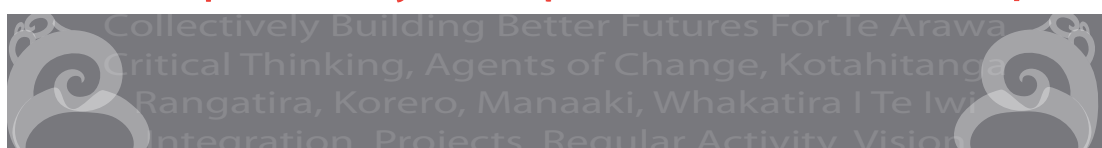
A total of 85 invitations were emailed to *Rangatakapu o Te Arawa* to attend the Strategy Launch. Invitations were sent to participants from the Emerging Leaders Programme 2008 and rangatakapu who had attended previous Rangatakapu events. The participants of the Te Arawa Rangatahi Leadership 2010 Forum and Te Arawa leaders were also invited. A copy of the invitation is included below:



Strategy Launch & Implementation Wananga

10am	Powhiri/ Whakatau Whanaungatanga - welcome and introductions Keynote speaker - Wira Gardiner Rangatakapu strategy launch - understanding our role, vision and key focus areas
12pm	Kai Moving from Strategy to Implementation Workshop One - Options for sustaining a viable Rangatakapu movement Workshop Two - Action planning for key projects either: Te Reo o Te Arawa or; Te Arawa in positions of strategic importance
4pm	Summary of discussions and next steps Whakawhanaungatanga session at Seismic Bar (Participants cost)

Tamatekapua, Friday, 24 September, 2010, 10am - 4pm





Forty-five Rangatakapū responded to the invitation and 25 people were able to attend the event. Participants came from Rotorua, Wellington, Auckland and Tauranga. The majority of the participants had been actively involved in the kaupapa however several people were attending their first *Rangatakapū o Te Arawa* event.

“Had a great time, was a good intro to the start and beginning stages of the journey, being my first time, I am just happy to be a part of the kaupapa”.

Te Arawa leaders were invited to the event but very few attended due to other commitments.

Media from Te Karere, Maori Television and the Daily Post were sent an invitation to the strategy launch. Both Te Karere and the Daily Post ran stories on the event and Maori Television sent an apology for being unavailable that day.

4.3 Strategy Launch Programme

The programme was developed as a six hour wananga designed to achieve the aims outlined in pt 4.1 above. The wananga included a presentation from Sir Wira Gardiner on Maori leadership and leading significant change, a presentation and dissemination of the *Te Rangatakapū o Te Arawa* strategy and booklet, a workshop on implementing the strategy.

A snapshot of the strategy booklet is provided below:





Eruera Morgan delivered a presentation on a “Te Reo o Te Arawa” project. He presented a vision, mission, short and long term goals for the project. A slide from the presentation is included below:

Kia Pūhaorangi ai tō tātou reo

- **He Tirohanga / Vision**

- Kia toitu ai te mita, te reo me nga tikanga o Te Arawa mo ake tonu - Revitalise the dialect and value of Te Arawa Reo for eternity
- He reo e korerotia ana he reo ka ora – A spoken language is a living language.

- **Te Whakatakaranga / Mission**

Te turanga o te reo – language status
Te ako i te reo – language acquisition
Te korerotanga i te reo – lanaguge transmission

Kia whanui – to be wide spread
Kia tika – to be accurate
Kia Te Arawa ai te mita o te reo – to speak with substance

The wananga concluded with an evaluation and presentation of a small taonga (a *Rangatakapu o Te Arawa* branded kohatu) for each participant as a



tohu to keep the mauri of the kaupapa alive. An informal whakawhanaungatanga session was then held off-site.

4.4 Key Themes

The key themes that evolved out of the wananga discussion were:

1. **Nature of Rangatakapū o Te Arawa** – it is useful to think of ourselves not just as a roopu but as a movement working together to advance Te Arawa. In order to create positive change we need to nurture our common interest. We also need to communicate and behave in ways that have impact and take others with us which includes partnering with and navigating through the structures and people that have influence.

“Your korero around Agents of Change was intriguing. Agents of Change have that ability to see the opportunity and to seize the moment – to do things that no committee could do as quickly – but then to bring the kaupapa back to the people and to keep moving”.

2. **Establishing a formal structure** – the roopu agreed that more structure may be needed in the future. However the roopu agreed that it would be good to get a few projects up and running over the next year, and in the process learn, what sort of structure would be most appropriate. There was a feeling that the structure should reflect the contemporary nature of rangatakapū e.g. technologically savvy, virtual vs bricks and mortar and be adaptable.

There was also a view that rangatakapū have the capability and credibility to establish an independent structure rather than needing to be subsumed into an existing Te Arawa entity to be effective.

It was agreed that access to funding may be a driver for formalising a structure.

“What I’m not sure of is the implementation vehicle and wanted to put my 20 cents in. In the past I have been part of initiatives like this and they have a tendency to fade away over time even when people are highly motivated and passionate – they can’t do everything themselves and there is a need for others to kick on and for the initiative to develop a life of it’s own”.



3. **Bridging** – as rangatakapu we can act as the link, conduit, catalyst between different generations, paradigms, social, cultural, political, commercial interests, etc.
4. **Keeping it going** – there was a clear desire for regular activity 2-3 times a year which could involve: catch-up sessions; reflection; taking stock; reporting on project progress; co-ordination; whanaungatanga; etc.
5. **Identifying key relationships** and nurturing those early on especially with Te Arawa koeke and kaumātua.

“My thinking around nga kaumatua is that we have to figure out how we as rangatakapu can work side by side with our Pukenga Koeke. I think we have the opportunity to ‘learn from the learned’. Without them, we’re all doomed to repeat past mistakes and worse, leave ourselves open to attack. I would like to see more activities and events that bring the young and old together as this can only but help our long term kaupapa”.

There was also comment on growing rangatakapu relationships particularly with neighbouring iwi such as Tuwharetoa and Ngati Awa who we know have like minded rangatakapu active in tribal development.

6. **Supporting the Te Reo o Te Arawa project** - everyone agreed that Te Reo o Te Arawa is a unique and critical component of our Te Arawa culture which is currently in jeopardy. It was recommended that a presentation be made to the kōeke to gain their buy-in to the kaupapa.

“I liked the idea that came up around revitalising Te Arawa, in te reo and in understanding our history, in seeking positions of influence”.

7. **Having a project focus** - there was clear support to get projects up and running and to develop a process/template for planning projects in order to facilitate critical discussion, obtain necessary skills/resources, etc. There was also discussion on how we might practically get projects planned, critiqued, pitched, supported, off the ground, through milestones to the finish line, knowing that we are doing this in our spare time and living in different parts of the country. Consideration needs to be given to how we might use online tools such as social networking and a website to get things done.



5 Participant feedback

“I enjoyed our gathering of young, motivated, supportive and multi-skilled Te Arawa. In this time-short world, it is choice to know that so many talented whanau are out there, doing their best and putting themselves forward. There are so many opportunities available for us, so I do agree, that it is all about coming together, talking, ideas and figuring out what we can do to make things happen”.

5.1 Evaluation Feedback

An evaluation of the event was completed by 15 of the participants. Overall, 75 percent of the rangatakapu rated the Strategy Launch Wananga as tau ke (excellent) and 25 percent rated it as pai (good).

“Really excited to take part in the kaupapa at Tamatekapua.

Some amazing korero and I’d really like to keep the momentum up.

This is all very good thinking - ka mau te wehi i to mahi!”

5.2 Most Valuable Aspects of the Wananga

When asked what aspects of the wananga were most valuable the common themes were:

- Being inspired by what everyone is doing in their lives and their commitment to this kaupapa.
- The opportunity to throw ideas in the open forum and hearing the visions of other rangatakapu.
- Delivery of the completed strategy (booklet), understanding the Rangatakapu Strategy and discussing our contribution to making Te Arawa prosperous.
- Young Te Arawa Maori thinking strategically about progressing te reo o Te Arawa and us as Maori leading our whanau, kura, trusts, council and parliament.
- Te mita o Te Arawa and Te Mahere Rautaki Reo o Te Arawa.
- Listening to Wira on taking opportunities, leadership and direction.

5.3 Key Learnings for Rangatakapu

“We are mobilising together and it fills me with mana and pride in Te Arawa.”



Rangatakapu identified the key learnings from the wananga which are summarised below:

- Time to communicate and act.
- Innovate and be bold.
- Forum required that is forward-looking.
- We need more strategic planning to ensure that we support our *Rangatakapu o Te Arawa* members and plan for the future.
- There are skilled individuals with wonderful enthusiasm, diversity is awesome, and we have a lot of smart people in Te Arawa.

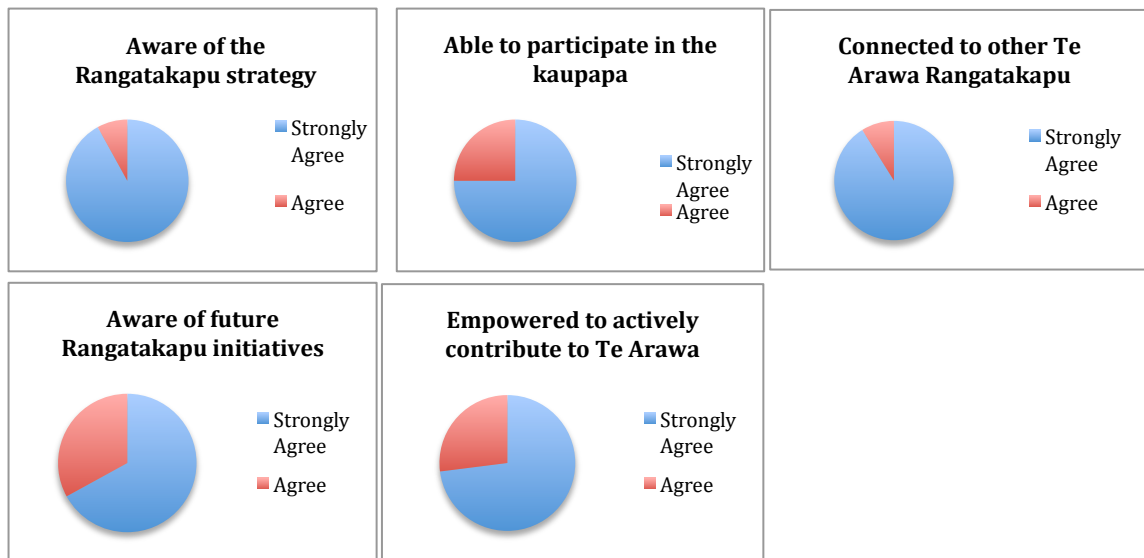
5.4 Areas for Improvement

Several areas for improvement to enhance the wananga were also identified which were:

- Inclusion of our Koeke and Trustees
- Developing more structure in various areas:
 - wananga - a more specific agenda to keep the conversation more focused with more clarity on the function/role of rangatakapu participants.
 - Rangatakapu movement - formulate a formal structure/entity and establish what this needs to be.
 - Projects – develop more structure and focus to projects,
- Workshop rather than speakers
- More frequent hui perhaps smaller groups to maintain regular intelligence
- To have more members present at wananga.

5.5 Participation Results

Participants were asked a series of questions regarding their participation in the wananga. As a result of participating in the wananga, I feel more:



5.6 Rangatakapū Areas of Contribution

“I’ve come away with a simple series of things I’ll be looking at: Te Arawa Culture, Te Arawa People, Te Arawa Economics, Te Arawa Environment and Te Arawa Civics”.

Areas rangatakapū identified where they can contribute are:

- Developing strategies and influence in key areas such: as environment; economics; land management; te reo; politics; Maori health; etc.
- Working with others on governance and leadership learning and developing a think tank;
- Developing projects e.g. Te Arawa festival, taonga projects and project planning and management skills;
- Access to information that will help us plan and be more strategic e.g., statistics on land and local/central Government; and
- Building kotahitanga within our hapu.



6 Next steps

“Let’s keep in contact and the momentum going.”

The next steps outlined below have been categorised into: Regular Activity; Integration with Te Arawa entities; Projects; and Other Opportunities.

6.1 Regular Activity

The key tasks that were proposed under regular activity were to:

1. **Annual events** - Organise three dates for *Rangatakapu o Te Arawa* wananga to be diaried, venue organised and publicised before the end of 2010. The events will be catch up sessions with the next event including a discussion on structure.
2. **Communication and keeping connected** – there was a clear desire to establish ways of keeping *Rangatakapu o Te Arawa* connected. Several mechanisms that will be put in place include:
 - **A Strategy Launch feedback report** will be developed on the Strategy Launch wananga and a copy of the booklet provided to Rangatakapu who were unable to attend the event.
 - **Website** – A proposal has been written to design, develop and maintain a *Rangatakapu o Te Arawa* website that enables online presence and collaboration for the role and activities of the rangatakapu roopu. The need for a website is two-fold: to provide a convenient and centralised point of access to the public for information about rangatakapu and the group’s activities; and a convenient and centralised workspace for rangatakapu to connect, collaborate, share, organise, coordinate and progress the mahi we set for ourselves as a rangatakapu collective. Having an online presence will raise our profile and generate interest in our kaupapa and activities. We will appear professional and committed. This website would also allow for connection, contribution and collaboration irrespective of where people are based or what work, family, or other commitments they might have. For example, a centralised point of information, templates, and cooperation on particular projects.
 - **Social networking tools** will be established. A facebook page is under development which will hold our key documents. A LinkedIn page is also being established to register to profile and connect



Rangatakapu o Te Arawa. LinkedIn is good because we can create a rangatakapau group and our members simply connect to it (you could login and do this in 5 minutes) and can be used for sending panui and wananga online in a professional setting.

6.2 Integration with Te Arawa Entities

While *Rangatakapu o Te Arawa* plan to remain an independent movement at this point in time there is a strong desire to work collaboratively. A first step will be to inform Te Arawa entities of our kaupapa so that they can encourage other rangatakapu to participate in our activities. A copy of the *Rangatakapu o Te Arawa* Strategy document will be sent out to Te Arawa entities and key trusts and incorporations. A presentation of the strategy and Te Reo project will also be made at the next Koeke Pukenga hui.

6.3 Projects

The key project that *Rangatakapu o Te Arawa* were fully supportive of was Te Reo o Te Arawa. Alongside this project is interest and desire in a Think Tank and Critical Thinking project which may be integrated into another high priority project “Rangatakapu in positions of strategic importance”. Also providing a forum and network to support Rangatakapu or Te Arawa who are currently involved in important decision-making roles.

6.4 Other Opportunities

Several other opportunities that were raised and which *Rangatakapu o Te Arawa* showed some interest in were:

1. **Wealth Creation Seminar** – suggested by Sir Wira Gardiner as an area of personal interest and a significant opportunity to change the wealth profile of our people.
2. ***Rangatakapau o Te Arawa* Leadership Institute or Association for Te Arawa rangatahi**. A suggestion to develop a leadership criteria based on nga pumanawa e waru o Te Arawa which could include; proficiency in Te Reo o Te Arawa; Te Arawatanga; business acumen; formal qualifications; experience; references from business, Te Arawa hapu, institutions; professional associations & memberships (i.e. FOMA, IOD, etc), commitment to social and environmental initiatives; commitment to personal development (formal and informal); and commitment to te kotahitanga o Te Arawa. Rangatakapau can have an assessment board and members can achieve various levels of competency in different areas which would provide pathways for leadership development.



3. **Develop portfolios** – social, environmental, whakapapa, te reo, economic (including farming, forestry, fisheries, geothermal, tourism, horticulture), professional development, etc.

4. **Submissions to regional, local, and national policy** – this would require a mandate from the group and a communications policy i.e. we need to be careful of our branding – who represents us, how, and on what.

5. **Platform for integrated support as a community charity organisation** – *Rangatakapu o Te Arawa* providing services such as project managers, consultants, facilitators, researchers or a network unto itself, that people strive to be part of to deliver better outcomes for Te Arawa.



7 Appendix - Attendees

The following people attended the wananga on 24 September:

Rangatakapu o Te Arawa

1. Ana Morrison
2. Eruera Morgan
3. Gaylene Woods
4. Haimona Gardiner
5. Karl Leonard
6. Kingi Biddle
7. Simon Ngawhika
8. Bella Tait
9. Clinton Hemana
10. Hemi Rolleston
11. Katie Paul
12. Mhirangi Hollings
13. Potaua Tule-Bisley
14. Selwyn Insley
15. Shaloh Mitchell
16. Stephen Te Moni
17. Tupara Morrison
18. Breviss Wolfgramm
19. Taria Tahana
20. Bybi Clarke

Other Guests

21. Mitai Rolleston
22. Monty Morrison
23. Roana Bennett
24. Wally Tangohau
25. Kahu MacClutchie