

***Te Manu Ao Seminar – 9<sup>th</sup> March 2011.***

***The Changing Face of Maori Leadership  
Mauri Kaiarahi: A five stage framework  
for Maori youth leadership development .***

***“He kakano ahau I ruia mai i Rangiatea –  
I am seed, sown from my ancestors.”***

***Dr Wiremu Manaia &  
Ms Anita Vlasic (BSW)***



# Population



- *Population of just under 4.3 million - 4,291,900. (Statistics New Zealand, December 2008)*
- *The NZ population is mostly of European descent with diverse mix of other ethnicities.*
- *The indigenous Maori people are the largest minority.*
- *Maori population just over 0.5 million - 565,329.*
- *Just under 40% are under the age of 15 years – 35.4%*
- *Our largest resource are our youth.*

# *Maori Identity*



*“He kakano i ruia mai i a Rangiatea”  
I am a seed that is sown from my past!*

- *What does this mean today?*
- *We are inextricably linked to our ancestry.*
- *We must always remember who we are and where we come from.*
- *A strong sense of identity is the key to secure future.*

<http://www.youtube.com/watch?v=3BoNmpvkavo&feature=related>

# ***A Maori Renaissance.***



- *Major Maori renaissance since the 1970s.*
- *Settlement of claims for historical dispossession of tribal estates.*
- *The management of Māori-owned assets.*
- *A Māori-language education system.*
- *Maori industry initiatives i.e. fishing, aquaculture and farming.*
- *Māori-owned enterprises in television, radio, businesses and tourist ventures.*
- *Significant political representation.*
- *Maori individuals gaining international reputations for their achievements.*
- *Māori people are now in a wide array of pursuits and activities throughout the world.*

# ***Maori Development and Maori Leadership.***



- ***Maori development based on integration***
- ***Economic self sufficiency, social equity, cultural affirmation and autonomy***
- ***Confident & skilled in te Ao Pakeha***
- ***Proud and proficient in te Ao Maori***
  - ***‘If Maori leaders of the future need to be visionaries what can be done now to assist, or accelerate this process?’***

# *Whakatutuki – Acknowledging Success*



*“Waiho ma te tangata e mihi – Let someone else sing your praises.”*

*“He toa takitini taku toa, ehara i te toa takitahi – My bravery was the bravery of many, not just of one warrior.”*

*“E kore te kumara i whakapahu i tona reka - The kumara never tells how sweet it is.”*

# *Whakatutuki: Acknowledging Success & Achievement.*



- *Historically Maori are inclined to be humble in the midst of success.*
- *Affected by colonisation.*
- *Acknowledging success is difficult for many Maori.*
- *The behaviour of celebrating success is an asset.*
- *Success for one Maori is success for all Maori.*
- *Celebration is an external influence for developing Maori leadership.*
- *The cognitive effect on the individual.*
- *Enhanced self confidence & self motivation.*

# ***Whakamana: Earning Respect***



- ***Historically derived from whakapapa.***
- ***Individual skills, feats & achievements contributed to earning mana.***
- ***Mana was invested from collective wellbeing of the community.***
- ***Mana is derived from the people.***
- ***You gain mana from efforts that benefit the people.***
- ***Conflicts with the value systems of contemporary New Zealand society.***

# *Te Awe: Building Influence*



- *Influence in te ao Maori & te ao Pakeha*
- *Capture and inspire audiences*
- *Three challenges Maori need to confront:*
  1. *The Crown's relationship with Maori*
  2. *Relationships between Maori*
  3. *A knowledge economy and a knowledge society*
- *An economy based on knowledge*
- *“Opportunity Creation Generation”*
- *A knowledge economy takes generations*
- *Success = Respect = Influence = Power = Responsibility*

# *Kaha me te Kawe: Power and Responsibility*



*“E tipu e rea mo nga ra o tou ao; Ko to ringa ki nga rakau o te Pakeha hei oranga mo to Tinana; Ko to ngakau ki nga taonga a ou tipuna, hei tikitiki mo te mahunga, ko tou wairua ki te Atua nana nei nga mea katoa.” (Apirana Ngata - 1949)*

- *Seek knowledge from te ao Pakeha & te ao Maori*
- *Knowledge - Influence - Power + strong Maori identity*
- *Maori leaders must know how to manage influence, power and responsibility*
- *Mauri Kaiarahi is applicable to all Maori*
- *All Maori have a role various lifestyle behaviour and practices for example parenting.*



# ***Mauri Kaiarahi: Maori Leadership Values***

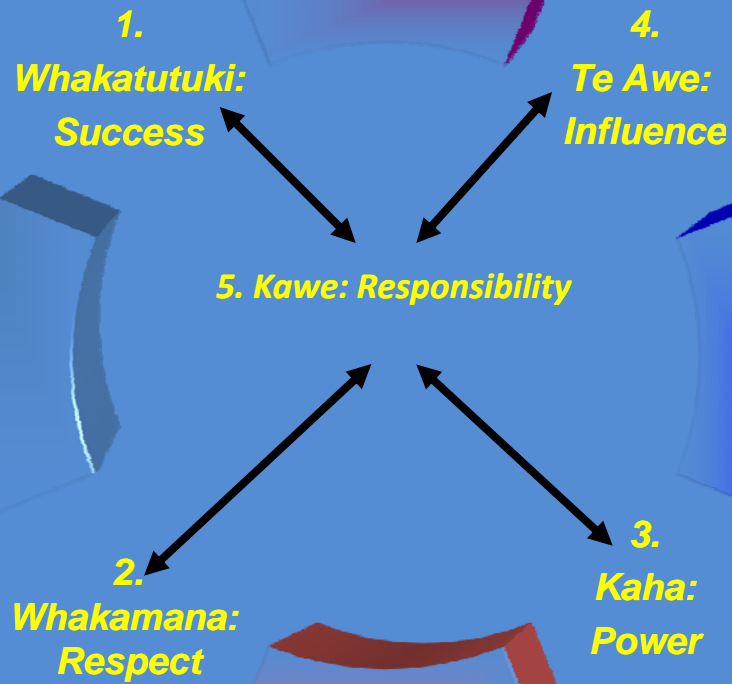


- ***A personal leadership development cycle***
  1. ***Whakatutuki: Success***
  2. ***Whakamana: Respect***
  3. ***Te Awe Turanga: Influence***
  4. ***Kaha: Power***
  5. ***Kawe: Responsibility***
- ***Future Maori leaders must look beyond immediate personal needs and visualise the benefit of their actions on all Maori***

# *Mauri Kaiarahi: Maori Leadership Values*



## Te Ao Maori



## Te Ao Pakeha

# *Future Maori Health Issues & Developments*



*How do we develop Maori leaders  
for the future?*

*&*

*What issues and developments are  
they likely to face?*



# ***Increased incidence, complexity and severity with addictions***



- ***Alcohol is still the biggest addiction prevalence amongst Maori and changing.***
- ***Increasing prevalence of diversity i.e.. Meths.***
- ***Expanding variety & diversity i.e.. problem gambling, stress, status envy.***
- ***Easier access, availability & affordability.***
- ***Complexity and severity.***
- ***Growing & accelerated negative impact.***
- ***Deficient treatment strategies i.e.. generic mental health issue.***
- ***Major workforce development issue.***
- ***Influences of genetic predisposition.***

# *Increased nutrition and dietary complications*



- *Increasing evidence of generational behaviour.*
- *Decades of high fat content diets & repetitive unhealthy behaviour.*
- *Incidence rates for co-related health issues i.e.. coronary heart disease & diabetes.*
- *Changing Maori lifestyles.*
- *Rapidly growing attraction of a competitive fast food industry.*
- *Changing attitudes to physical activity & behaviour.*
- *Cost issues for low socio economic communities.*
- *Evolving food manufacturing issues.*
- *Emerging obesity epidemic.*
- *New emerging stress disorders with dieting issues.*

# ***Mental Health Trauma & Counseling***



- ***Increasing risks of mental health trauma in society i.e.. child abuse.***
- ***Improved chances of identifying needs.***
- ***Changing attitudes to mental health trauma treatment.***
- ***Recovery focus for mental health sector treatment.***
- ***Increased diversity of need i.e. stress, status envy, impact of technology, humanity on the ecology.***
- ***Growing wealth of Maori mental health research.***
- ***Increasing Maori community awareness.***
- ***Maori mental health workforce deficiency.***

# ***Effective parenting and the interdependence of Youth***



- ***Influential attributes of urban Maori living.***
- ***Changing whanau structures.***
- ***Maori adolescent employment.***
- ***Growing independence of Maori youth.***
- ***Kohanga Reo & Kura Kaupapa generation.***
- ***Growing number of Maori in tertiary education.***
- ***Rapidly evolving society for modern day parents.***
- ***Divergent Maori generations.***

# *The retention and growth of Maori Identity.*



- *Outcomes from Kohanga Reo, Kura Kaupapa Maori, Wananga, scholarships.*
- *Aging Maori Population.*
- *Maori socio economic status.*
- *Older Maori parent generation.*
- *Decreasing size of average Maori whanau.*
- *Maori adaptation to societal change.*
- *Increasing exposure, diversity & attraction of other value systems i.e. commercialisation & globalisation.*

# ***Mauri Kaiarahi: Maori Leadership Values***



***“A man with no history, has no future.”***

***Nelson Mandela (1990)***

- ***This is how focussed future Maori leaders must be***
- ***Visionaries with a focus on responsibilities***
- ***Never forget who you are and where you come from***
- ***Start with the end in mind***
- ***Focus on responsibilities now!***



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