

Te Manu Ao Seminar – 9th 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 Vlastic (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

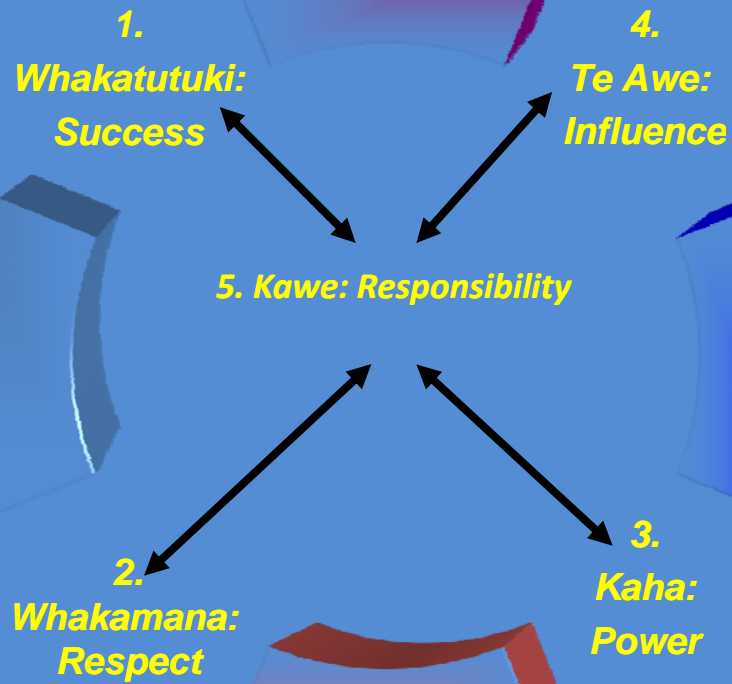


- ***A personal leadership development cycle***
 1. ***Whakatutuki: Success***
 2. ***Whakamana: Respect***
 3. ***Te Awe Turanga: Influence***
 4. ***Kaha: Power***
 5. ***Kawe: Responsibility***
- ***Future Maori leaders must look beyond immediate personal needs and visualise the benefit of their actions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