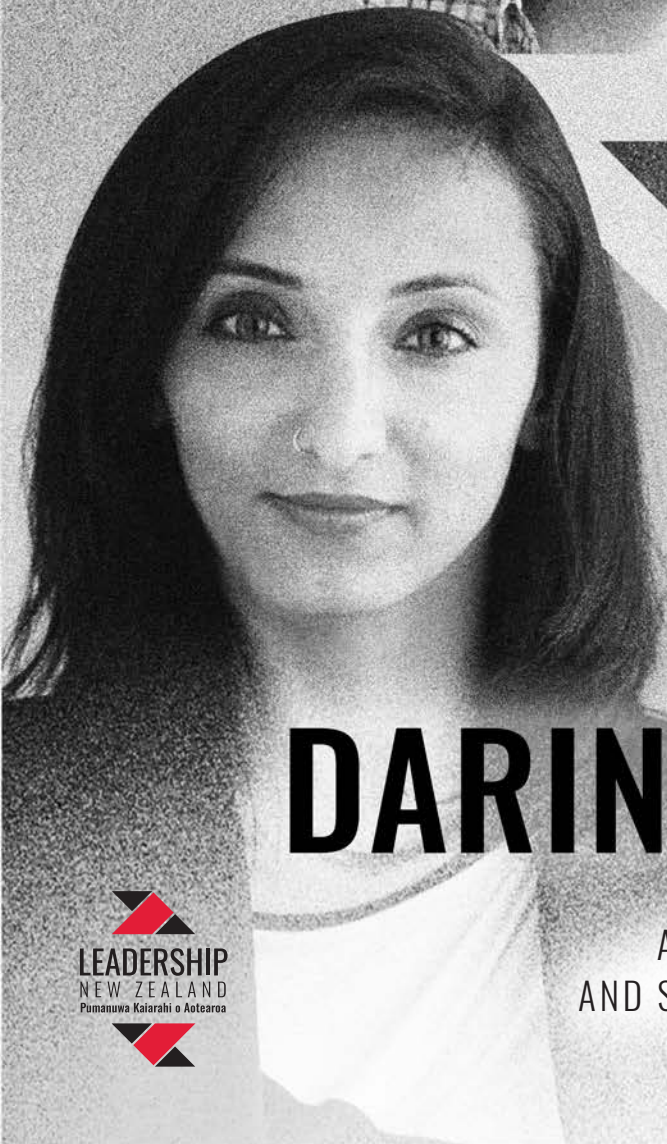


LEADERS



DARING LEADERSHIP

ANDREW BARNES, MATTHEW FARRY, TAYYABA KHAN,
AND SHARON HAWKE TALK CHANGE IN TURBULENT TIMES



CONTENTS

| | |
|------------------|---|
| CHAIR'S FOREWORD | 1 |
| NICK ASTWICK | |

| | |
|---|---|
| DARING LEADERSHIP | 2 |
| MATTHEW FARRY, TAYYABA KHAN, ANDREW BARNES, SHARON HAWKE | |

| | |
|-------------------------|---|
| 2019 PROGRAMME LAUNCHES | 9 |
| PHOTO ESSAY 2019 | |

| | |
|-----------------------------|----|
| MEET THE CLASS OF 2019 | 11 |
| THE NZ LEADERSHIP PROGRAMME | 12 |
| THE MANA MOANA EXPERIENCE | 19 |

| | |
|--|----|
| EMPLOYER'S PERSPECTIVE | 25 |
| MINISTRY OF BUSINESS, INNOVATION & EMPLOYMENT | |

| | |
|--------------------------------|----|
| ALUMNI JOURNEYS | 26 |
| JOHN SKURR | |
| PAKILAU 'O AOTEAROA MANASE LUA | |

| | |
|-----------------|----|
| BOOK REVIEW | 28 |
| WHITE FRAGILITY | |

DISCLAIMER
The opinions expressed in this publication do not necessarily reflect the views of Leadership New Zealand, its members or the publishers. While every effort has been made to ensure the accuracy of the information, no responsibility can be accepted by the publisher for omissions, typographical or printer's errors, inaccuracies or changes that may have taken place after publication. All rights reserved.

VISION
Enriching New Zealand through active leadership in a connected community.

MISSION
To build an exceptional leadership culture that develops and celebrates resilient, courageous and authentic leaders who:

- Have a strong awareness of issues of significance for New Zealand;
- Value diversity, engage in meaningful conversation, connect and work successfully across difference;
- Build and transform organisations, communities and effect positive social economic and cultural change across society.

VALUES
Courageous
Generous of spirit
Inclusive
Acting with integrity
Innovative
Apolitical
Celebrating diversity

| | |
|-----------------------------|--|
| LEADERSHIP NZ STAFF | |
| Sina Wendt | Chief Executive |
| Leanne Holdsworth | Engagement and Development Manager |
| Alistair Kwun | Marketing, Communications & Events Manager |
| THE NZ LEADERSHIP PROGRAMME | |
| Louise Marra | Programme Director |
| Petrina Togi-Sa'ena | Programme Manager |
| Nicola Campbell | Programme Facilitator |

| | |
|---------------------------|-----------------------|
| THE MANA MOANA EXPERIENCE | |
| Dr. Karlo Mila | Programme Director |
| Cecilia Vakameilalo-Kioa | Programme Manager |
| Manase Lua | Programme Facilitator |

SCHOLARSHIP PARTNERS
Special thanks to the following who assist to ensure that diversity continues to be achieved across The NZ Leadership Programme and The Mana Moana Experience through the generous funding of scholarships:

- Creative New Zealand
- JR McKenzie Trust

PROGRAMME SPEAKERS & VENUE HOSTS
We thank all our speakers and hosts for their generosity in giving their time and themselves; they are the backbone of Leadership NZ.

LEADERSHIP NZ TRUSTEES
Nick Astwick Chair, Leadership NZ;
Chief Executive Officer,
Southern Cross Health Society;
Alumnus 2010

Steve Ferguson Deputy Chair, Leadership NZ;
Programme Director, Visa 2020,
Immigration NZ; Alumnus 2013

Christien Winter Executive Director, Sheffield
George Riley Trustee, Te Tii Waitangi (B3)
Ahu Whenua Trust;
General Manager, Māori Economic
Development Northland Inc.;
Alumnus 2009

Imogen Parry Leadership NZ Alumna 2016
Neville Pulman Programme Director,
Be. Accessible; Alumnus 2006

Peter Garnett Company Director
Tara Pradhan Director, Government and
International Relations,
Greenstone TV; Alumna 2007

Teresa Tepania-Ashton Chief Executive Officer,
Māori Women's Development Inc;
Alumna 2006

LEADERSHIP NZ AMBASSADORS
Sir Bob Harvey Chair, Advisory Trustees;
Champion for Auckland
– Overseas Investment

David McGregor Deputy Chair, Advisory Trustees;
General Counsel, Envirocounsel

Jo Brosnahan Founder, Leadership NZ;
Company Director

Chris Laidlaw Wellington Regional Councillor;
Writer

John Hinchcliff Emeritus Vice Chancellor,
AUT University;
President, Peace Foundation

Louise Marra Director, Spirited Leadership;
Programme Director, Leadership NZ

Peter Kerridge Director, Kerridge and Partners

Suzanne Snively MD, More Media Enterprises;
Chair, Agri-Women Development Trust;
Corporate Director

Tim Miles Company Director

Tony Nowell Director, Valadenz;
Company Director

EDITORIAL TEAM AND CONTRIBUTORS
Leadership NZ Staff, Annette Bartlett, Curative.

LEADERSHIP NZ TRUST
PO Box 5061
Wellesley Street, Auckland 1141
+64 9 309 3749
info@leadershipnz.co.nz
leadershipnz.co.nz

PUMANAWA KAIARAHĪ O AOTEAROA

CHAIR'S FOREWORD

DARING TO LEAD IS SIMPLY NOT ENOUGH. IN THESE TIMES, DARING LEADERSHIP IS WHAT IS REQUIRED.



Daring Leadership is our 2019 theme, and with The NZ Leadership Programme well underway, it is what our participants now seek to understand deeply.

For me, the case for daring leadership, is best summed up by Sir Peter Gluckman's recent article "Today's democracy needs some difficult conversations".

He states: "We are at a critical time as a species. The world is undergoing the biggest transformation arguably since the agricultural revolution and certainly since the enlightenment and industrial revolution. This transformation has demographic, environmental and social dimensions. The way the way we perceive ourselves, interact, organise in groups and amalgamate those groups into societies are all undergoing fundamental change. Certainly, the critical importance of deep conversations has been put into sharp focus by the recent heinous event in Christchurch, but deep conversation and the use of robust evidence is not just for crises - it is the critical component of protecting our democracy. Conversation on key matters is often hard, requiring discourse across differing but strongly-held values and world views. It can be obscured, it is manipulated, and participation is unequal. Yet failure to have effective conversation on difficult matters is an existential threat to all of us."

Daring leadership is about the willingness to step forward, to be authentic, to seek out and champion the truth in a world of half-truths and mistruths, and above all, dare to have and be open to the courageous conversations across differing views and values that are required to ensure our democracy and our society collectively prosper. And yes, in these times, as our Prime Minister has exemplified recently, daring leadership is also caring leadership. Truly daring leaders must also be empathetic, vulnerable and have the courage to deeply listen in order to understand.

Brené Brown in her book, *Dare to Lead*, breaks down daring leadership into four teachable and observable skill sets: Rumbling with vulnerability, living into our values, braving trust and learning to rise. She states that the extent of our daring leadership will never be greater than our capacity for vulnerability and that the greatest barrier to courageous leadership is not fear—it's how we respond to our fear. Therefore, deeply understanding oneself, in the context of daring leadership, is at the heart of being a daring leader.

I am really looking forward to how both 2019 Classes embrace this personally and collectively.

On behalf of my fellow Trustees, we believe our service and success lie in ensuring we not only have propositions that remain unique, relevant and valued in the eyes of New Zealand leaders, but a Leadership NZ network that is sustainable and thriving. We are committed to ensuring this is realised.

Finally, I want to acknowledge the daring leaders who make up the Leadership NZ alumni family, our wonderful partners—the supporters who help power us up—and the Leadership NZ team that relentlessly drives the work that we do to.

Whiria te tangata. Weave the people together.

Nick Astwick
Chair, Leadership NZ

COVER STORY

DARING LEADERSHIP

IN TURBULENT TIMES

As champions of **Daring Leadership** this year, we are scanning our spheres of influence and operating systems to see them with new eyes, reflecting on what a leap in leadership could look like and how, as a powerful ecosystem of leaders, we can help our society be more daring.

There's an urgent calling for braver leaders and courageous conversations. **How do we cultivate braver, more daring leaders? How do we embed the value of courage in our companies and communities?** Certainly, recent events in Christchurch demand that we absolutely step up with hope, courage and aroha.

We must dare to create change and be the change. We must dare to challenge and stamp out racism, bigotry and all forms of discrimination. We must learn more about each other. We must open our arms and hearts across the divides of our diverse communities. We must have the tough conversations, be courageous, be truth tellers and share stories. Truly daring leaders must be prepared to be vulnerable and listen without interrupting. We need leaders with empathy, self-awareness and self-love, because who we are is how we lead.

In *Dare to Lead*, **Brené Brown** says, “*The greatest barrier to courageous leadership is not fear - it's how we respond to our fear. Our armour - the thoughts, emotions and behaviours that we use to protect ourselves when we aren't willing and able to rumble with vulnerability - move us out of alignment with our values, corrode trust with our colleagues and teams and prevent us from being our most courageous selves.*”

We invited four thought leaders to share their perspectives on what it means to be daring in the face of current challenges and opportunities. Read from **Dr. Matthew Farry** on the dedicated work of the Institute for Courageous Conversation to put ‘the race conversation’ on the table as well as the urgency to understand race in our lives and in the lives of others.

As a Muslim woman of colour and participant in The NZ Leadership Programme 2019, **Tayyaba Khan** explores why we find comfort in the familiar as she reflects on the challenges ahead for our nation, post-Christchurch tragedy. Being the daughter of Bastion Point activist Joe Hawke, **Sharon Hawke** is not unfamiliar with challenging the status quo. To date, she continues to be the voice of protest when it comes to the wellbeing of and affairs concerning Māori. Audacious entrepreneur **Andrew Barnes**, Founder of Perpetual Guardian, shares the impact of smashing the walls of work with his innovative concept of a 4 day week.

All four are daring in their respective ways and champion the courage, change and cultures that are necessary to propel our communities and nation forward on this journey of daring leadership.

Sina Wendt is Chief Executive of Leadership NZ

HOPE IN TURBULENT TIMES

BY TAYYABA KHAN



“There has been a shooting in the Christchurch mosque.”

Three months on, these words from a fellow participant of this year’s Class of The NZ Leadership Programme continue to echo in my mind. March 15 2019 will forever remain imprinted in my memory as a sunny day in Kaikohe that were replaced by dark grey clouds across Aotearoa New Zealand. As I rushed to my phone hoping to catch up on the news, in hindsight, guilt has found its home in me, knowing I felt immense solace in that moment - that my family and close friends were not in Christchurch that day.

Since 9/11, my professional and voluntary civic contributions have led me to constantly challenge externally imposed characterisations of what it means to be Muslim. As I scrolled through messages on my phone, took phone calls and poorly attempted to be present at the second retreat for the Programme, my mind raced through a million thoughts a minute. I am ashamed to admit that one of those racing thoughts was “let it not be a Muslim”. That shame often turns into anger at myself for having been conditioned to the very notion of the ‘self-loathing Muslim’ I advocate against in the post 9/11, media driven populist narrative that defines a Muslim.

Leadership happens in the face of fear, but for me Christchurch brought fear to the fore unlike any other, certainly unlike that I felt on September 11. This fear is not being consumed through a screen whilst allowing me to feel some sense of safety. This fear is here in my backyard and it often feels crippling. Seeing such hatred for the faith you espouse and to vicariously experience that hatred through citizenship is one I am learning to manage as I dare to lead through these turbulent times.

As the pace from the immediate response slows down, allowing room for reflection, it’s distressing to know and have it reaffirmed by many that the atrocity in Christchurch was not surprising. It was simply a matter of time, begging the question: how did we end up here as a nation? When did New Zealand become the country where a faction of our society has felt unsafe, waiting for such a calamity? We could not have been more unprepared.

I wish I could share I was feeling a sense of hope as time had passed, especially after such a compassionate and considerate response from New Zealanders at large in the immediate

aftermath. However, my reality is now living and working with a community in disarray. Trust is low, and so collaboration is harder. The voices of women already struggling to get noticed are further marred with additional complexities they need to navigate. You are confronted with daily experiences of how many of our institutions have been sidestepping cultural competency, irrespective of our evergrowing diversity.

So the hope lies in knowing the reality we live in and the love and compassion with which we must now persist to address the challenges that lay ahead. As leaders we are well versed with building trust in the workplace, our challenge now is to lead by building trust in our communities. For this trust across communities will be the enabler for us to leverage our diversity.

“OUR CHALLENGE NOW IS TO LEAD BY BUILDING TRUST IN OUR COMMUNITIES.”

I learnt in my formative years that diversity is uncomfortable. It offers an explanation for why we find comfort in the familiar. I am thankful that my years of experience have meant today I lead in the uncomfortable, and that is my norm. The question I encourage everyone else to ask themselves is whether comfort has served us well as a nation that wants to be known for its inclusivity and diversity.

As a woman of color from a developing country with a hyper-visible faith and the first in my family to have attended university, there is much to be said about the gender inequalities with which we continue to persevere. However, as that person in a post-terrorism context in the country I call home, it couldn’t be more obvious that we need more women of diverse backgrounds to be at the table.

Hope is now knowing there are solutions, and they are made known. Hope is daring to lead with aroha - especially through the turbulent times.

Tayyaba Khan is Relationship Manager – Investment, Tertiary Education Commission and Participant in The NZ Leadership Programme 2019.

THE COURAGE TO CHANGE

BY MATTHEW FARRY



At the Institute for Courageous Conversation, we say “courageous conversation precedes courageous leadership”.

In my professional life as a leader, this has meant that my effectiveness to lead for positive change, without exception, has always been contingent upon my internal condition. The implementation of bold strategies is imperative, however my ability to create any positive change has emanated from a different part of myself. That is, my belief in and commitment to what it is I am trying to transform. My ability to transform anything in my life in a meaningful way is directly linked to my capacity and will to have a courageous conversation with myself in the first instance. For me, this process consists of journeying to the depths of my very being to uncover my deepest beliefs, fortifying some while challenging others.

Starting ‘inside of me’ was never more needed than on 15 March 2019. On that ill-fated day, I arrived home to find my family struggling to come to terms with what was unfolding in Christchurch. We sat together in front of the television with no words, just disbelief. As our need to have a conversation built, I found myself struggling to come to terms with the magnitude of the attacks. On that day, in those moments, my children were looking to me for leadership and a narrative that they could connect to. As a father, my instinct was to make it all okay and create a narrative that would allow them to distance themselves and disengage from the situation. However, listening to them speak about their beliefs and feelings really brought home the fact that even in the smallest social unit - the family - there are multiple perspectives. In acknowledging and holding space for these, I was unable to provide them with a nicely packaged narrative and a happy ending. I wasn’t able to keep them at a sufficiently comfortable distance from what was happening.

I have been socialised to believe that the role of a leader is to provide answers and a way forward. Yet, there I was sitting in my very own personal leadership contradiction. On the one hand, I wanted to protect my children from the horrors of the shootings. On the other, I knew that the only way forward was for us to listen to each other’s truth. I believe that when truth is spoken, truth is heard. At this point, consciousness is raised and, more importantly, healing takes place. Exercising leadership for my family at that time meant listening and inquiring mindfully, supporting my children to speak their truth, exploring their beliefs and feelings and helping them to establish their own personal and immediate connection to what they were experiencing. Healing would come later, but we had started the conversation.

In taking this first courageous step to process the confusion and explore what it all meant for us as an Arab-Lebanese family in Aotearoa New Zealand, we found ourselves with more questions than answers. Understanding our personal connection to these tragic events made us aware that there were perspectives missing from mainstream media that we would need to seek out to gain a more critical understanding.

This was familiar to me and confirmation of what I have known for a very long time. That, as a nation, we are ill-prepared to have this conversation. Very few leaders have the will, skill and knowledge to engage, sustain and deepen a courageous conversation about race and racism - and in this situation - to explore the intersection between race and religion. This conversation will not move forward if it remains in the academic and abstract realm, going back and forth with tiresome debates that fail to propel us toward meaningful change. I have certainly failed more than I have succeeded in calling others into a conversation. This has meant that I have rarely remained in the conversation long enough to engage in multiple racial perspectives, with the aim of surfacing a critical perspective.

“AS A LEADER, I RECOGNISE THE IMPORTANCE OF DEVELOPING MY CAPACITY TO HEAR TRUTH THAT IS DIFFERENT FROM MINE AND TO HOLD THE DISCOMFORT THAT OFTEN BRINGS.”

The first step to having this conversation is to put race on the table. Put simply, my truth, your truth, our truth. Even before we rush to racism, we need to understand race in our own lives and in the lives of others. Then and only then, can we fully comprehend the racial dynamic and the impact of racism on our society. This is daring leadership. It is daring because the way race has been constructed in post-colonial settler nations, like Aotearoa New Zealand, has meant that even putting race on the agenda in our communities and organisations can lead to isolation and retribution.

At the Institute, we aim not only to put race on the table, but to have the kind of conversation that actually leads to meaningful and measurable change in the lives of those who participate in our workshops and the organisations that they belong to. What is new about our work is the protocol developed by the Institute’s founder Glenn E. Singleton, which permits this urgent conversation to happen in a way that can and does move us forward. The Institute for Courageous Conversation (South Pacific) adds another unique aspect to the protocol and that is our partnership with tangata whenua under the Treaty of Waitangi. What to expect from our workshops is best summed up by African-American philosopher Cornel West: “Come prepared to have the conversation and to be transformed by the conversation.”

Dr. Matthew Farry is Director of the Institute for Courageous Conversation (South Pacific). courageousconversation.com/iccar

DARING LEADERSHIP IN ACTION

BY SHARON HAWKE

If you dare to stand up and be counted, then you are a leader. No matter the cause, in this western society, people who dare to speak up or speak out show their own inclination to be a leader.

To ascertain the key messages of a cause and conduct discussion on the finer points with others will lead you to believe you have a right to express those feelings either at a public meeting or at a rally. But then again there is such a thing as mandate. Without it you become “white noise” - that snowy annoying hissing screen on the television when it is not tuned to its channel. If you are not tuned into your community, then you become superfluous to humanity. In a Māori setting of contemporary times, with ‘land issues’ being the focus of this article, we see many examples of daring leadership.

In 1975, the Māori Land March left Te Hapua. For 30 days, 200 plus Māori, who followed the daring leadership of Dame Whina Cooper and Te Matakite o Aotearoa group that organised and polarised the catchcry “not one more acre”, presented to Prime Minister Bill Rowling a signed document called the Memorial of Rights at the steps of Parliament. Land was the reason people were marching, and the charismatic figure of Dame Whina Cooper, a devout Catholic, chanted, “If we don’t get what we want we will camp on the steps of Parliament until we do.” On that final day, our march attracted 10,000 plus people. And then they left.

A small group took the leader’s words as gospel and proceeded to set up a Tent Embassy. No-one else stayed. They were alone, isolated and believed they had every right because they had not received what they had marched for - to stop the relentless loss of Māori land. Much to the chagrin of Te Matakite o Aotearoa this was not a co-ordinated ‘action’, and these people were denounced by the ‘leadership’ of the Land March as rebels. Muldoon had them removed.

Although the ‘mandate’ to remain on the steps of Parliament had been indicated by Dame Whina, the setting up of Tent Embassy was certainly not her desire, and she was not willing to linger around. The daring leadership shifted to the radical group of Ngā Tamatoa and others who were younger and more forthright to see the impetus of the Land March through. This was to no avail - they lost and were never given any ‘column inches’ for their efforts in mainstream media.

“DARING LEADERSHIP REQUIRES A STURDY PAIR OF SHOES AND ALLIANCES THAT DON’T FLINCH AT THE FIRST BATON THEY SEE.”

A recent example involves the Auckland Pride Board and its 2019 decision to exclude the wearing of police uniforms by gay police officers in the Auckland Pride Parade. The daring leadership focus would be that of the Pride Board members who stayed and garnered the severe and sometimes racist criticism of the LGBTQI community. The toll to be daring caused casualties and deep hurt to individuals who themselves showed they dared to adhere to their principles. The thing about the LGBTQI community is we can lose ourselves in our own anonymity if we so choose. It’s difficult if you also belong to a Māori or Pacific community because you are known by more people, so your every move is watched and critiqued.

My own example is personal. I belonged once to a Māori group who represented other Māori in film and television and held the Deputy Chair position. The new television channel —Māori Television — had announced the new Chief Executive was a white Canadian male. Was this an example of daring leadership – certainly not, I thought! I was not going to tolerate it. Could we not select a Māori person to head our own TV channel, I asked myself. Were we so critical of ourselves that we did not trust another Māori to run the very first Māori tv channel? Again, I asked myself and then decided to gather others’ thoughts. I rang our Chair for his reaction. He said, “Oh I have met this guy he seems a nice enough chap.” My search for solidarity in thought led me nowhere.

I sent emails to the group suggesting we should register our disappointment that this was an indictment on all Māori within the industry. I was criticised heavily for being so negative. Two weeks later, the new Chief Executive was denounced as a fraud who had fabricated his CV (he was unceremoniously sacked). Subsequently, I resigned from my position because I felt my comrades-in-arms had no ‘daring’ in their veins.

Daring leadership is not for the faint hearted or for the crazy. Dame Mira Százy from the Māori Women’s Welfare League led a lonely life because her mentors were people like Te Puea Herangi, another daring leader who challenged the government of the day for sending her people to a war that was not of our own making. I look to these women for guidance as their courage and conviction maintain the mana of our people.

Sharon Hawke is the daughter of Bastion Point activist Joe Hawke and administrator of Ngāti Whātua Ōrākei Trust.



CHALLENGING THE WAY WE WORK

BY ANDREW BARNES

Daring leadership is being prepared and able to challenge the status quo, question why and how things are done and to make change where you believe it could improve how companies operate and the way people live their lives. A daring leader will employ people who will do the same.

A direct example of daring leadership comes from the past two years of my work life. At the end of 2017, I was on a long flight catching up on my reading. In *The Economist*, an article about two studies of office-based workers in the UK and Canada found they were productive for only 1.5 to 2.5 hours in an average eight-hour day. My mind turned to my office business, Perpetual Guardian, and to whether we had real measures of productivity across all aspects of our business. I realised we did not.

My act of daring leadership in that moment was to start the ball rolling on the 4 Day Week, a new way of working more fit for a 21st century construct than the old model of the five-day, 40-hour week. Our trial began a global conversation which intensified over the past 16 months. The 4 Day Week

has now been covered by media to reach 4.5 billion people in 60+ countries. Pushing forward is an act of daring because there is entrenched resistance to a perceived rebuttal of the status quo, and there can be a lot of fearmongering when you introduce something new to an economy. This was certainly the case with my productivity-focused, reduced-hour model.

A salient example of a challenge which forced me into a daring leadership approach happened years ago, in a difficult leadership role at Citibank in Australia. My division had a punishing deadline to relaunch a product.

To persuade my new team to trust me, I started by treating them as peers. I let them know our goals were shared and the work was our collective responsibility. I was in it with them. They were not used to hearing this from someone in my position, but I knew from my Royal Navy days a leader should never ask someone else to do something they would not do themselves.

Our division became the best-performing business in Asia Pacific, with a staff satisfaction rating of 95 out of 100. On all metrics, we outperformed every other division in the country, and it was not a fluke – we maintained our position the following year.

Looking at the bigger picture, to the daring leadership challenges facing New Zealand, we have an entrenched productivity problem and are facing a climate crisis which is threatening life as we know it. Globalisation means we can no longer think of New Zealand as a discrete entity, but as part of a whole economy, society and environment which demand daring leadership.

“I CHALLENGE OTHER BUSINESS LEADERS, NOT JUST IN MY SECTOR, TO LET THEIR STAFF LEAD.”

I believe the 4 Day Week is part of the future of work and exemplary of the kind of radical yet logical thinking that will help save the world. As businesses around the world move to a productivity-focused, reduced-hour model, we will add to the pool of evidence that the 4 Day Week has measurable climate benefits and can address serious problems such as the gender pay gap, poor mental health in workers and many others.

I challenge other business leaders, not just in my sector, to let their staff lead. They will be astonished how much they will learn about their own company and the benefits it will produce. A key to the success of the 4 Day Week at Perpetual Guardian was the bottom up approach; we gave staff a month to design a programme of work within teams that would allow them to each have a day off a week throughout the two-month trial. We brought in external, independent academic researchers to help record and analyse what was happening in the business. Even by doing a trial, leaders will make their

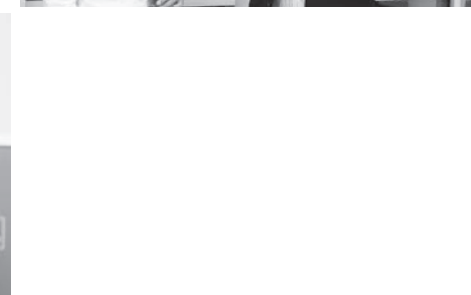


company better, because at minimum they will develop a tool of productivity measurement for every role and business division, which is worth its weight in gold.

To any business leaders considering a 4 Day Week, I strongly counsel them to not overthink it. I have now met, talked to and guided many CEOs and founders, both here in New Zealand and overseas, and overthinking is the most common mistake. Leaders become leaders because they can solve problems, and there is a natural tendency to solve all perceived problems prior to taking on a risky project.

Our advantage was in having no idea how we would make it work. We had to leave it to the staff to help design the programme. Our whole business found the solutions together. We cannot fix the productivity gap with AI, IT or gig alone, and we cannot identify all the issues, faults and black holes in our process chain even with expensive consultants. The leader’s job is to allow the 4 Day Week to be tried and then commit to being part of the solution, not the whole solution. What is the worst that could happen?

Innovator, entrepreneur and philanthropist Andrew Barnes is Founder of Perpetual Guardian, Complectus and Coulthard Barnes
4dayweek.com



2019 LAUNCH OF THE NZ LEADERSHIP PROGRAMME

1. Alastair Child, Jane Sheetz, Matthew Gan
2. Catherine Redmond, Tracie Shipton, Jannine Mullany
3. Geoff Lewis, Peter Garnett
4. Chris Carrington, Sina Wendt, Louise Marra, Annette Bartlett
5. Judy Nicholl
6. Tayyaba Khan, Kathy Dedo, Delis Fraser
7. Jo Brosnahan, Judy Whiteman
8. Victor Rodger, Makerita Urale, Sina Wendt, Sefa Enari
9. New Zealand Leadership Programme Participants 2019
10. Godfrey Boyce, Judy Nicholl



2019 LAUNCH OF THE MANA MOANA EXPERIENCE

11. May Ikihele, Kaino Ikihele, Lealofi Siō
12. Dr. Manulani Meyer, Sina Wendt, Hon. Carmel Sepuloni, Jo Brosnahan, Nick Astwick
13. Reverend Suamalie Naisili
14. The Mana Moana Experience Participants 2019
15. Dr. Manulani Meyer, Hon. Carmel Sepuloni
16. Sefa Enari. Raymond Sagapolutele, Makerita Urale, Stephen Wainwright, Shimpal Lelisi
17. The Mana Moana Experience Participants 2019
18. Dr. Karlo Mila, Sina Wendt
19. Therese Mangos, Teokotai Paitai
20. Pakilau 'O Aotearoa Manase Lua, Cecilia Vakameilalo-Kioa, Iani Nemani

MEET THE
Class of
2019

THE NEW ZEALAND LEADERSHIP PROGRAMME



ALASTAIR CHILD

Director – Auckland Co-design Lab, The Southern Initiative
Auckland Council

I am passionate about and committed to public service. I believe that where public services aim to ensure that people have the opportunity to influence, shape and design the decisions and actions that impact on their lives, positive change is possible. I have 15 years' experience in the UK and New Zealand focused on public sector innovation. This spans education, child poverty, early years, place-based initiatives, governance and developing systemic approaches to innovation via innovation labs and teams. My family and I are proud to be New Zealanders and hope to give back as much to Aotearoa New Zealand as it has offered us.



CECIEL DELARUE

Urban Design Team Leader
Christchurch City Council

Raised in the Far North, I appreciate the familiarity and contrasts with Ōtautahi Christchurch which is now home. With Christchurch City Council my role in urban design continues to provide unique challenges and inspiration as the city recovers. I'm a Trustee with Te Pūtahi - the Christchurch centre for architecture and city-making and maintain involvement in the Urban Design Forum. I feel proud to work for local government and our community and I am motivated by working alongside such talented and passionate people. We each have an important role to play in valuing and shaping the future of the places we call home.



CONRAD HARVEY

Chief Financial Officer
Counties Power

My job satisfaction comes from delivering successful projects that generate measurable returns. I like to combine my commercial acumen and knowledge of information technology to find ways to improve upon existing business systems and processes. I have been Chief Financial Officer and Company Secretariat of Counties Power since 2016, having worked previously for local and multinational companies in the airline, manufacturing and ICT industries. I am on the Board of Howick Pakuranga Cricket Club, and my interests are spending time with family and supporting my children's sports.



DAN BROWN

General Manager
Underground Coffee Roasters

I've spent the past two decades developing professionally within the New Zealand coffee industry. I take great pride in assisting with the commercial development of others, although my real passion comes from elevating organisational culture and a collective spirit. My current appointment at Underground Coffee has taken me from a regional role in Wellington to a national role in Christchurch. During my time in Christchurch, I've grown to love the expansiveness of the South Island, especially the mountains and back country. I'm a proud father of two energetic, curious young boys. My lifelong interests are jazz percussion and cookery.



DAN GERRARD

Regional Manager - Mid-Central
Downer Group

I have worked in the civil construction industry for the past 17 years, starting as a labourer and weaving my way through to my current role at Downer Group. Over this time, I have developed a passion for people development which I pursue by empowering and growing others through Māori leadership, school-based mentoring and staff leadership programmes. I believe we can all make a difference for the next generation, and my favourite saying is: "What is the most important thing in the world? It is people, it is people, it is people."



DARRAGH O'RIORDAN

Group Manager - Marketing
Lifewise

I'm a non-profit leader with 20+ years' experience shaping teams and driving organisational growth. My current role with Lifewise allows me to gain an insight into the complex issues facing New Zealand as it attempts to readdress its significant societal imbalances. My desire is to see public systems, like foster care services and the prison network, work collectively with non-profit organisations to improve the lives of young Māori. I would like to be part of a generation of change that is so boldly successful that it becomes the international model for the betterment of society.



DELIS FRASER

People Experience Manager
New Zealand Trade and Enterprise

I believe in the ability for strong businesses to create a better New Zealand. I've spent a large part of my career working alongside Kiwi companies at New Zealand Trade and Enterprise to help them succeed in international markets. I'm curious about our place in the globe and the ability for us to be 'good for the world'. I'm passionate about supporting others to reach their full potential by connecting to their own voice. I'm a wife, mum and a proud Wellingtonian. I'm also committed to seeking out further opportunities to step fully into my purpose.



DIONE JOSEPH

Founder
Black Creatives Aotearoa

The life-giving power to transform, transcend and heal has enabled me to carve a creative career. I write, direct and dramaturge. My work primarily focuses on those from indigenous and ethnic backgrounds. Whether teaching theatre to indigenous youth in Canada, learning at Lincoln Center Theater's Directors' Lab or taking my stepchildren to theatre in Tāmaki Makaurau, each day offers me the opportunity to be deeply immersed in the intersections of different art forms. Black Creatives Aotearoa is creating opportunities for African, Caribbean and diaspora voices to be seen, heard and celebrated in Aotearoa.



ELENA NOYES

Manager - Investment Services
Creative New Zealand

My driving force in life is to improve the lives and environment around me, from my close-knit family and community through to my work whānau and the natural environment. My values are inclusion, environmental care, creativity, making a difference and personal growth. I've been working in the arts, community development and business for the last ten years. My husband of eleven years and my little daughter are the lights of my life. I really care about New Zealand and its future. I've adopted this country as "home". It simply feels like this in a way no other place does.



JOSH LINDSAY

Head of Readiness
Earthquake Commission

I was born and raised in rural Southland and now reside in Christchurch. My early career focus was in the construction industry as a licensed building practitioner and project manager. After the 2011 Canterbury earthquakes, I transferred these skills to the insurance industry to support the wider earthquake recovery efforts. My current role at Earthquake Commission has a strategic lens, ensuring we have the best capability, capacity and partnerships in place to deliver effective response and recovery activities for our customers in future natural disasters. I love positive environments and working with spirited teams.



KATHY DEDO

Facilitator
LINK Upper Clutha

"All the world's a stage...one person in their time plays many parts," Shakespeare was right. I am a mother of three, wife of one, friend of many, community leader and business advisor. My corporate consulting background includes organisational development, change management, communication and strategic planning in Chicago, London and San Francisco. Moving to New Zealand 17 years ago meant a shift to the community sector, where a drive to connect, engage and enable positive change runs through everything I do. At LINK, I facilitate community development in the fast-growing alpine paradise of Wanaka.



KIM COLLINS

Project Manager, Gulf Innovation Fund Together (G.I.F.T)
Foundation North

Originally from Palmerston North, I have lived on Waiheke Island since 2004. My academic background is in psychology and sociology where I developed an interest in supporting and inspiring positive community change. Through roles in local government and the not-for-profit sector I have over 15 years' experience in grantmaking and working with community organisations. At Foundation North, I have developed a strong passion for the environment and finding ways to create a better planet for future generations. Outside of work, I can be found spending time with my son or experimenting in the kitchen.



GINA WILLIAMSON

Manager - Strategic Policy
Ministry of Business, Innovation and Employment

I gain deep satisfaction in unlocking and unblocking the potential that lies in each of us. This is the contribution I seek to make, be it through my career in economics and policy, with people management or in daily interactions. I am an economist by training and a relator by nature. My career to date has been in the public sector (Reserve Bank of New Zealand, Ministry of Business, Innovation and Employment). While work is in Wellington, I remain a South Island girl at heart. Mosgiel is my anchor point, and the beaches of Dunedin ground me.



GRAHAM BODMAN

General Manager – Arts, Community and Events
Auckland Council

I am a first generation New Zealander who emigrated from the UK with my parents in 1974. Raised in Kamo, I was the beneficiary of a quality state education followed by a move to Auckland in 1987 where I have studied and lived ever since. I was imbued with a strong sense of social justice and fairness in my formative years and this has translated to my career in the public sector. I am privileged to lead a creative, driven and capable team at Auckland Council focused on bringing Tāmaki Makaurau to life through the intersection of the arts, community development and place activation.



JANE SHEETZ

Head of Strategic Partnerships
Auckland Council

Born in Auckland, I am an energetic and motivated fundraiser and events specialist, with over 25 years of experience delivering outstanding results across public and private sectors. I have been with Auckland Council since late 2013 and started in Events. My current role enables me to build a family of business and community partners to deliver excellent outcomes for Aucklanders. Prior to that, I established P10, a full-service fundraising agency and worked with corporates, not-for-profits, government agencies, APEC, Barcelona Olympics and Victoria Commonwealth Games.



KIRSTY CHARLES

Strategic Relationships and Placemaking Manager
HLC

I have spent my career committed to making a difference and pursuing work that I find meaningful. The Leadership NZ journey is a contribution to the wider community, not only by inspiring and challenging a group of dedicated leaders to do what they can to impact society, but by bringing us together to become a critical mass - leading with intention, understanding and conscience. I am grateful to be around such incredible people, and it gives me hope that my children will be able to voyage into leadership with fertile and careful groundwork laid before them.



MATTHEW GAN

Director – Tax
KPMG

In my role at KPMG, I work with a broad range of organisations to provide practical advice that helps them navigate the ever-changing world of tax. Having worked at KPMG since 2004, I have experienced everything in tax and have grown to become a leader in my own right. I am thankful for experiences that have broadened my outlook, such as working in the bright lights of Hong Kong or developing tax policy at The Treasury and Inland Revenue. The most rewarding part of my work life to date has been helping others realise their potential and follow their passions.



MELANIE SOLE

HSE, Risk and Compliance Manager
Tamarind NZ

I am a Kiwi, raised on a dry stock farm in Piopio. When I left school, I moved to New Plymouth which I thought was a big city. I didn't know the career path I wanted to take. However, I had the opportunity to work in health and safety in my early working life and subsequently completed extramural study with Massey University. I've held a variety of health and safety roles over the last 19 years. Prior to Tamarind, I worked for Origin Energy, Contact Energy, Vector, Methanex and Fletcher Challenge Energy. My husband and I reside in Taranaki.

MIKE BYRNE



Head of Business Performance and Planning
Accident Compensation Corporation

I am a Chartered Accountant who has lived and worked across six different countries - from Ireland to Singapore. I started in a professional services firm and moved on to an international investment bank. I derived pleasure from the fast-paced environment, challenges and opportunities, and it would be fair to say my career defined who I was. Being a father to three boys brought me back to Aotearoa for a Kiwi way of life and a new family focus. I love working with passionate people as well as helping individuals and businesses reach their full potential.

MOANA TAMAARIKI-POHE



Owner/ Director
P3

For many years, I have managed to combine my passions and employment skills to achieve job, family and community satisfaction. I am purposeful about building sustainable communities, promoting cultural harmony and advocating for change. My work is an expression of who I am and my personal values. Working in community development and environmental awareness has provided me with the opportunity to serve my whānau, hapū and iwi, Māori and Aotearoa. All that I do is of service to community. Kaitiakitanga, Manaakitanga, Whanaungatanga are some of the values that define me.

NATHAN BEALE



Canterbury Regional Manager
VisionWest Community Trust

Having lived half my life in Auckland, marrying my high school sweetheart and raising four children, Canterbury is now home and where I am most in my happy place. I spent 13 years working in the corporate sector before feeling a distinct calling to the not-for-profit/charitable sector. It is here that I feel I am at my best. I have been in my role for VisionWest Community Trust for the past four years and have worked to expand our services to help the disadvantaged in Canterbury. I am an avid camper, mountain biker and fan of cricket and rugby.

PAUL MILMINE



Governance & Risk Manager
Ports of Auckland

After gaining a Bachelor of Commerce, I moved to London where I worked as an accountant. I returned to Auckland in 2000 with an English wife. Of our two children, my son is on the autistic spectrum. He has given me a personal perspective on hidden disabilities. Since returning from London I have worked in various management roles in the corporate sector. My role at Ports of Auckland encompasses emergency and risk management, insurance, compliance, company secretary and strategy. In 2018, I became an Associate of the Institute of Chartered Secretaries and Administrators.

POLLY KAREKO



Executive Officer
New Zealand Army

Tēnā koutou katoa, Ko Polly Kareko tōku ingoa. He uri ahau nō Te Atihaunui-A-Pāpārangi. Born and raised in Raetihi, I am fortunate enough to be from a whānau that helps ground and push me to succeed. As a civilian employee, my role at New Zealand Army supports the Chief of Army. Ngāti Tūmataunga has been an integral part of not only my life, but also my family's since meeting my husband over 25 years ago. I am extremely proud to be with an organisation brimming with professional and trusted leaders who lead and serve New Zealand with worldclass mana.

ROSEMARY FENTON



International Development Manager
UNICEF New Zealand

My journey started as a registered nurse in New Zealand and Australia. This led to various international development and humanitarian roles in Timor-Leste, Fiji, Papua New Guinea and Vietnam. I now work as International Development Manager at UNICEF New Zealand where we partner with our country offices to deliver education, health and emergency response programmes throughout Asia-Pacific to improve the lives of children. After many years away, I am enjoying being back in this country, rediscovering it and exploring how I can incorporate the best of New Zealand into my international work.

NICK MARKWELL



Manager - Consular Case Management
Ministry of Foreign Affairs and Trade

I manage a small, dedicated team in the Ministry of Foreign Affairs and Trade, working to help New Zealanders around the world who are in distress. The work is not always easy, but it is rewarding when we can make a difference to people's lives in challenging times. I have been with the Ministry of Foreign Affairs and Trade since 1992, including serving in the New Zealand Embassies of Moscow, Beijing and Stockholm. I live at Pukerua Bay with my partner and two teenage children. I am most happy when I am in the bush, on a mountain or beside a river.

NICK MOSS



Audit Director - Financial Services
KPMG

I am originally from South Africa, spent my childhood in Zimbabwe, moved to Australia for tertiary studies and settled in New Zealand in 2002. The majority of my career has been with KPMG where I've worked with many great leaders and have been supported by an amazing team. My passion is in the financial services sector which plays an important part in the success of all New Zealanders. In my spare time, I enjoy partaking in long distance endurance sports - IRONMAN, marathons and ultramarathons. My favourite event to date: a 250km ultramarathon in the Gobi Desert.

NICOLA KEEN-BIGGELAAR



General Manager
Helensville District Health Trust

I admire leadership at all levels of the not-for-profit sector making Aotearoa a better place for all. I believe passionately in the dual roles we have as leaders of our families and whānau as well as the organisations that employ us - we can do both successfully. I am particularly interested in not-for-profit governance and volunteer on the Board of New Zealand Centre for Gifted Education, Helensville Women & Family Centre and Kia Timata Ano Trust. I am driven to leave a legacy with the organisations I serve, the community I live in and inside the hearts of my children.

SARAH WILSON



Project Lead
Curative

I have a background working for advertising and digital agencies, along with volunteering for purpose-driven NGOs in New Zealand, London, Guatemala and Fiji. I believe in the power of communication and creativity to help shape a more equitable, connected Aotearoa. I am fortunate enough to work for Curative, a design agency inspiring social change, enabling me to support amazing organisations to create magic, tell their stories and unite the do-gooders of New Zealand. Outside of work, you'll find me living a simple life: biking, running, gardening or sitting in the sun with a cup of tea and a book.

SEFA ENARI



Director
Pacific Dance New Zealand

My parents were migrants from Samoa who settled in Auckland in the early 1960s. I have trained in and studied dance at Unitec and The University of Auckland. My current role is Director of Pacific Dance New Zealand, the national organisation for the Pacific Islands dance sector in Aotearoa. Some events under my leadership include the annual Pacific Dance Festival and the Pacific Dance Choreographic Lab. A career highlight has been receiving the Special Recognition Award for innovation and excellence in dance at the Creative New Zealand Arts Pasifika Awards 2018.

TANIA WILSON



Chief Executive
Avalon Aotearoa Charitable Trust

I am always mindful of ways to broaden my worldview and connect people from all corners of the world. My energy and passion derive from the alchemy of difference, leaving no view unexpressed and a firm belief that even the smallest change can bring light to a situation. I have a firm faith that people's untapped wisdom and ability to transform themselves are neverending, so my work will never be done. My ambition and curiosity lie in leading and supporting conversations of disruption across human services with the aim of creating social change that has impact throughout Aotearoa.



TAYYABA KHAN

Relationship Manager - Investment
Tertiary Education Commission

My whakapapa of forced displacement inevitably led to two decades of serving migrant and refugee communities in government and third sector roles. Having lived and worked in New Zealand, Palestine, Australia and the UK, I am deeply passionate about working with minority and faith-based communities. My interest in these demographics is posited in leveraging social justice, human rights and ethical approaches to building a more peaceful world for everyone. My latest voluntary passion includes growing the Khadija Leadership Network and representing the European Muslim League as their New Zealand Ambassador for Peace.



VICTOR RODGER

Producer
FCC (Flow, Create, Connect)

I have a strong agenda to promote and support Pasefika talent and an even stronger desire to see more of us represented in the top tiers of management across all sectors and industries. I believe true, meaningful change is only possible with disruption at the top. It is perhaps unsurprising that, as someone of mixed Samoan and Palagi heritage, race is an arena in which I take an avid interest. In light of the attacks in Christchurch this year, I believe this is a conversation that is more critical than ever before. Let's keep having this conversation together.



AFOA TEVITA MALOLO

Strategic Partnerships Manager
Tāmaki Regeneration

I am a proud father of two teenage children. As a parent, you don't have many chances to experiment. What you teach and impart can have lasting effects, and in the same way leadership is about teaching others to be good citizens. I am fiercely proud of my background as a Samoan Kiwi Christian which has heavily influenced my philosophy and duty to serve others. I am proud to have served my community as a lawyer, criminal justice worker, sports management professional, youth mentor and manager at Tāmaki Regeneration. I am deeply committed to helping whānau in my community thrive.



WARREN BLACKMAN

Works Delivery Manager – Northern Lines
Northpower

I am a down-to-earth Kiwi. Born and bred in heartland New Zealand (Te Kuiti), I studied in Hamilton then embarked on a career in the electrical sector. Moving to Whangārei in the mid-1990s, I feel humbled to have spent 25 years across various roles with one of New Zealand's most successful electricity distribution companies. I enjoy interacting with the large team and over time have learnt much from the various staff personalities and the challenges that come with it. Playing drums for a cover band, dabbling in social sport and watching serious sport help ground me.



VICKI CAISLEY

Chief People & Strategy Officer
Southern Cross Health Society

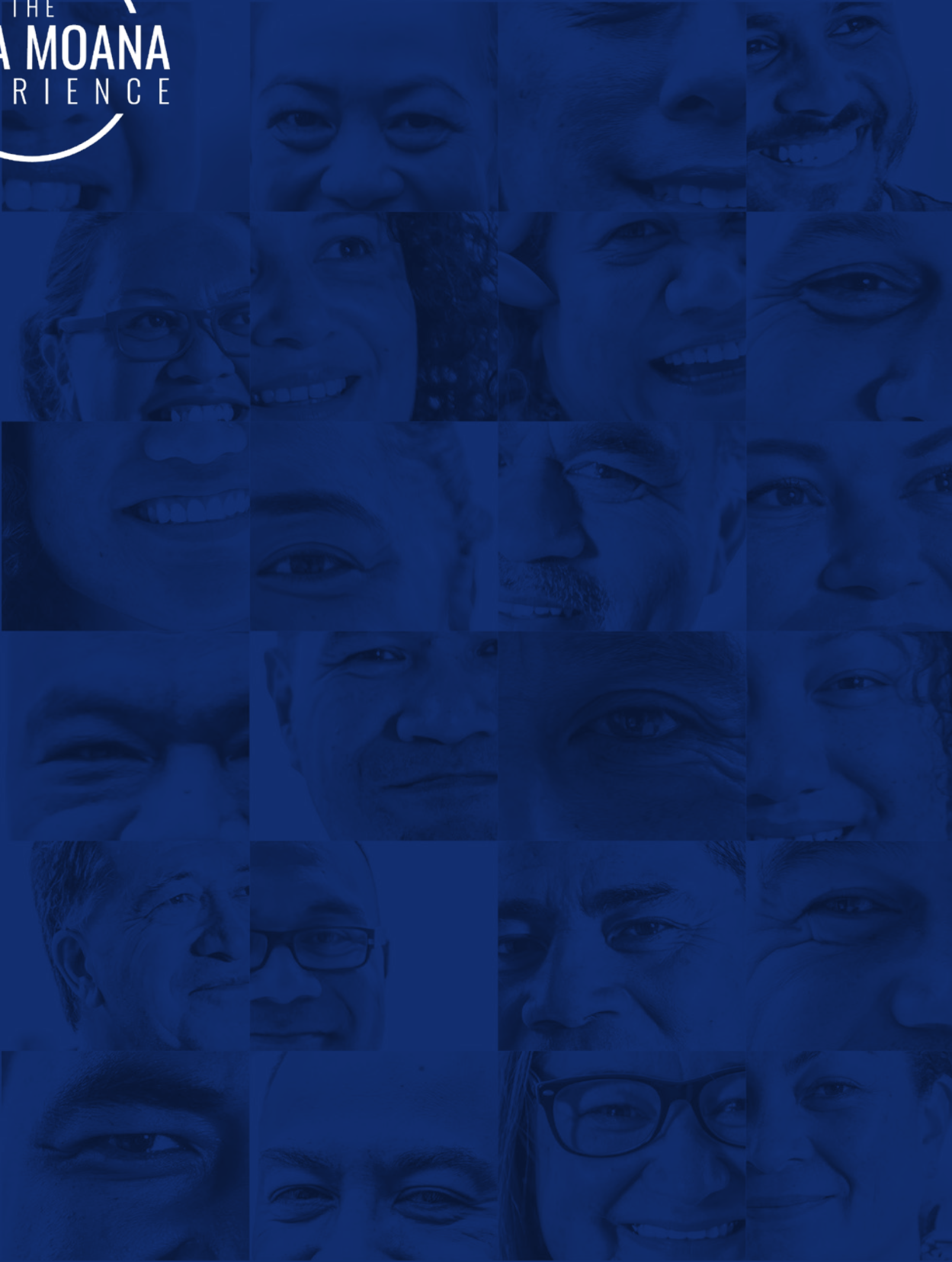
I have a history of crafting outcomes for people and care deeply about how businesses connect their strategy to hearts and minds, creating cultures that are fit to deliver positive business outcomes. Drawn to the intersection of health and financial services, people and strategy at Southern Cross Health Society, my career pathway has traversed the not-for-profit, public health, banking, finance and FMCG sectors. I serve as a Commissioner on the Board of New Zealand Fire Service and Chairperson of Campbells Bay Primary School. I'm passionate to role model service for my children and those with whom I come into contact.



FIU ANAE WESLEY TALA'IMANU

Executive Director
Fonua Ola

I was spiritually raised in the Otara Samoan Methodist Church and believe in the proverb "O le ala i le pule o le tautua - the pathway to leadership is through service". My purpose is to serve the community and reciprocate the cultural richness that has shaped who I am today. I have worked for New Zealand Police, Ministry of Social Development and Anglican Trust for Women and Children. My values focus around making a difference to society - learning from the past, producing in the present and preparing for the future.





**ALA’IMALO
FALEFATU CHE
DUDLEY ENARI**

Principal
Pacific Advance Secondary School

I was born, raised and hardened in Western Samoa in the village of Vaiala. The youngest of Tuala Karanita and Lynne Enari’s children. I was educated in the hallowed grounds of Apia Infants, Apia Primary, Leifiifi and Kolisi o Samoa. My professors were parents, uncles and aunties and the wider village. I arrived in Aotearoa in 1988 for study at Wesley College and Waikato University. I have three wonderful boys and we are a part of the beautiful church that has become our village here in Aotearoa. My education career has taken me from Waikato to Auckland down to Gisborne and across to Palmerston North. I am Co Principal with my wife Parehuia of the first and only Pasefika Secondary School.



**CHERIE
CHU**

Founder & Mentor
Leadership Pacific

I am a founder and mentor of Leadership Pacific - a cause movement in New Zealand and the Pacific region - that develops young Pacific peoples to be of influence in their relationships and everyday lives. I am currently undertaking an Ako Aotearoa funded research project on phenomenal educators for Pacific learners in New Zealand. As an educator I am committed to creating creative teaching and learning in a variety of forms of educational practices as a way of inspiring students to explore their own educational stories. I live in Waikanae with my husband Elia and our five-year-old daughter.



**ASIATA
LEALOFI
SIŌ**

Clinical Quality Coordinator
Pacific Mental Health & Integrated Care Services - North Counties Manukau Health

Talofa lava, I am of Samoan descent, born and raised in Aotearoa. My faith and aiga are important influences in my life. It’s not always been like that but as I have learned -rather slowly -that when you know who you are, life decisions need not be so overwhelming. I have worked in a number of sectors but for the past 14 years. I have been blessed to work in health, in various roles with great learnings and still enjoy it. I enjoy the benefits of seeing that a happy wife leads to a happy life.



**DAPHNE
AMOS**

Area Manager - Tāmaki Housing
Tāmaki Regeneration

Talofa lava, I am married and a proud mother to a 16-year-old son. I was born in Auckland and am the eldest of five daughters. Our Samoan roots are from Lalomanu and Satitoea, Aleipata. Raised in Mangere, South Auckland from my late teens I knew early on that my desire was around social justice and have worked most of my career in government departments. For the last three years I have had the privilege of servant leadership at Tāmaki Housing. My parents instilled in me the value of putting others needs before self and to serve with a compassionate heart. I practise this through my actions and give my community the dignity and mana to make informed decisions.



**BELINDA
BETHAM-RAUTJOKI**

Dispute Resolution Manager
Ministry of Business Innovation and Employment

Talofa lava, I grew up in Porirua and currently live in Tāmaki Makaurau with my lovely husband Rafar whose whakapapa is Te Arawa. From my beautiful parents I learnt that family, hard work and generosity is the key to a successful life. I am a leader in the Public Sector providing assistance to vulnerable communities in Housing and Employment disputes. I have a strong passion to influence public services to better reflect the communities we serve in recruitment, promoting inclusive workplace cultures and closing the ethnic pay gap. I believe we have a responsibility to ensure the services we provide are culturally responsive to building a healthy NZ economy for future generations.



**ELSIE
TAIMALIEUTU-FREEMAN**

Pacific Community Development Programme Manager
Presbyterian Support Otago

Born and raised in Dunedin, I am of Samoan and German descent, married to Reece and together we parent five beautiful children. I have a Bachelor in Community and Social Work among other qualifications. I am community minded and invest in projects that benefit our Pacific families. I have held many roles across the community sector. In my current role at Presbyterian Support Otago, I practise social work, as many of our families need advocacy. I am grateful to The Mana Moana Experience for the opportunity to explore new feelings and learnings at fresh places. Investing in my own development isn’t selfish, but brave. Fa’afetai lava.



**EMELITA ROSITA
SIMEAANAMULU
LUISI**

Manager, Co-Founder
Ranui 135 Youth Trust

Malo le Soifua, my name is Emelita Luisi. In my Community Youth Work life, I’m known as Zee (short for Rosita). In my immediate family I’m known as Sita. To my wider extended family, I am Simeaanamulu, all combinations of the many beautiful names I carry from my ancestors. I am the youngest of six children born in Aotearoa to parents from Samoa who migrated here in the late 1960s. In 2002, my husband and I co-founded Ranui 135. With just our hearts and a vision, we, along with two other friends got involved in our community to grow the hopes and aspirations of our young people, change the negative narratives and grow a generation of local Pasifika leaders, ushering in a new generation of young Māori and Pasifika leaders.



**FETŪOLEMOANA TEUILA
TAMAPEAU**

Digital Moana Navigator

I am a village child raised by family in Samoa, Tāmaki Makaurau and Te Whanganui a Tara Newtown. My ancestral villages are Makefu (Niue), Salimu i Fagaloa, Mauga, Le Auva’a and Fasito’o uta (Samoa). Tonga and Fiji are also part of the living genealogies of my family. Community healing and social justice flow through the lives of many women in my family. I have worked within Pasifika and LGBTQI+ communities as an organiser, creative and civil servant. I collaborate and help grow landscapes of indigenous knowledge across digital moana. I am passionate about how technologies can build knowledge sharing ecologies that serve to protect and nurture our cultural taonga and environment.



**EMILY
MAFILE’O**

Public Programmes Programmer
Auckland Art Gallery Toi o Tāmaki

My father, Saia hails from Hihifo, Ha’apai, Tonga and my mother Fiona, is Aotearoa born originating from Scotland and England. I was born in Waikato, in a farming family that lived in between Aotearoa and Tonga. We were blessed to have such culturally rich experiences. I am a mother of one and a practicing artist/ photographer who has lived in South Auckland for the last 16 years working a wide range of creative jobs. With a strong interest in people, diverse peoples, especially our people, I believe we need to take responsibility for documenting (visually) our own histories/stories. I love to create, support/guide opportunities and experiences with our youth/peoples in the creative arts.



**FLORENCE
MOLIMAU MALAMA**

Service Designer
Ministry of Business, Innovation and Employment

Talofa lava, I am the daughter of my beautiful parents Fata Vaitoelau and Tasi Tauli who migrated from Samoa in search of opportunities for their future, and in turn provided me with a platform to achieve and strive for success as a proud Samoan woman. I was born in Porirua and raised in Palmerston North. I hold degrees in Business and Commerce majoring in Financial Economics and Communications Management. I am the only Samoan female Service Designer working across Central Government and currently work with MBIE’s Pacific Policy Team to strategically increase future working economic development opportunities for our Pasifika people.



**EMMA
SAULO**

Payroll Manager
ATNZ Competenz ITO

Samoa was my home until the age of 14 when I came to New Zealand for education. I have worked in the engineering apprenticeship industry for 18 years. In my role, I connect with many inspiring young people who are driven, focused and passionate about becoming qualified trades people. I am Chairperson for the Māori & Pasifika committee at Competenz. This role enables me to lead, advise and strategise integral positive pathways on how to mentor, service, engage and empower our young Pasifika & Māori learners towards completing their apprenticeships. I am a devoted mum to my teenage son PJ, a role that is challenging, and cannot be measured but it makes me feel immensely blessed.



**ISOPO
SAMU**

Director
Tokotoko Solutions

Taloha ni. I was born in Fakaofo, Tokelau Islands and left home as part of a scholarship scheme in the early 1970s. Whangarei Boys’ High School hostel became home and I have lived in Whangarei since. My professional journey has varied from being a teacher, unemployed, labourer, dish hand, police, local government politician, hostel manager, cleaner, youth and community development, homeless outreach, Senior Adviser - Ministry of Education to starting Tokotoko Solutions Limited. Working for our vulnerable families has been the common thread. My greatest achievement, however, was getting my wife to marry me and have three children. We now have five mokopuna who have reawakened a desire to reconnect with Tokelau. Manuia.



JOHN
PULEITU

Co-founder & Managing Director
Tū Moana

My background is in creativity and education and I later expanded into youth development, programming, management, governance and entrepreneurship. With 20 years’ experience in multiple industries including events and entertainment, the arts, education, not-for-profit, trades and business, these experiences shaped my understanding and empathy for the broad social needs of those industries. The common thread of passion is that I love innovating pathways where there are none. Advancing people’s learning outside the parameters of mainstream education is one of the things I live for, next to being a loving husband and father.



MA’ARA
TUPUNA
TEARIKI MAEVA

Tuiātea – Learning Specialist
Tāmaki Paenga Hira – Auckland War Memorial Museum

Turou Turou Oro Mai. From my pito enua Mauke Cook Islands and from a place called Ana-rau-ra I was born. With no intentions of leaving my papa kainga or homeland the wings of fate carried me to Aotearoa. With limited education I grabbed the opportunity to earn a Rangātira o Rū ‘enua or a master’s degree in archaeology. In my professional role as Tuiātea at Tāmaki Paenga Hira my manava or heart overflows with joy every time I see big smiles on the faces of tamariki when they engage with our school programs. I am a product of my mana moana tupuna or ‘anceStars’ who made it possible for me to share this wisdom and knowledge o te Moana nui o Kiva to all. Turou turou turou ... Aiiiooooo kokooooo!



JULIANA
SATCHELL-DEO

Associate Curator, Pacific
Tāmaki Paenga Hira – Auckland War Memorial Museum

I was born in Port Moresby, Papua New Guinea, and grew up in Australia, Fiji and now New Zealand. I am of Torres Strait Island (Australia), Daru Island (Papua New Guinea) and Malaita (Solomon Islands) descent. Living far from my birthplace, I have always felt a sense of belonging to my indigenous culture. This is nurtured and mediated through my female family members. I am interested in the customary practices of my culture and the specific spatial relationships that are built and nurtured. I learnt from a young age the importance of cosmology in my culture and the expressive means of storytelling to relay information. This ritual aspect of storytelling through singing and dance offered a space with connections to my ancestors.



MARETA
MATENGA

Co-Founder
Pasifika By Nature Trust

Kia Orana! I was born and raised in Kirikiriroa, Aotearoa. My amazing pioneering parents from Aitutaki and Palmerston Island imparted me with Christian values, hard-working ethics and a passion to do well in life. Hamilton has been my village for 46 years, where I work as a Senior Community Advisor for the Hamilton City Council and live with my husband Tapaki. I have worked with young people for 30 years in different capacities. 20 years ago, I was a young Youth Worker, who together with two young Samoan and Fijian men, created the first Hamilton Pasifika Secondary School Festival called Pasifika By Nature, providing a platform to preserve, share and celebrate Pasifika cultures.



LIVI
AH HOI

Robotic Automation & ICT Testing Manager
Z Energy

Born and raised in Porirua, I now reside in Island Bay. I am of Samoan, Tokelauan and Chinese descent and the second to youngest to my late parents Fa’apaiga Puavasa Ah Hoi (nee Baker) and Agaseata Koue Ah Hoi. I am married to my lovely wife Bronwyn and have two wonderful children. I am a member of the Salvation Army and lead the youth programme in Porirua. I work in the Digital field of Robotic Automation and Information Communication Technology (ICT) software testing with over 25 years’ experience across various sectors. I have a passion to see our Pasifika youth and young people explore and develop careers in ICT and become “game changers” of the future.



PAPAALI’I
SEIULI
JOHNNY SIAOSI

Co-chair
Mana Moana Pasefika

I am my family. My family are me. Born in Wanganui, I live in Mangere Auckland and celebrate love from Atua, my wife Tish, fanau and friends. I am thankful for a life worth living. Within faith ministries, I serve as a keyboardist using music to connect with people. For 14 years, I have worked with Takanga A Fohe - Pacific Mental Health and Addictions Services at Waitemata District Health Board, providing a systemic advocacy voice for people needing disability, mental health and addictions support. I have represented Samoa in touch rugby at two world cups and coached junior squash. Stay connected, everyone!



RAYMOND
SAGAPOLUTELE

Artist and Freelance Photographer

I have always been a creative and artist. I am the son of Samoans that chose Aotearoa as a place to call home in the 1960s. Through my art I have been able to analyse my upbringing and the community that supports me and reconnect to my heritage. My lived experiences in Aotearoa have been key to the evolution of our Pacific diasporic generations and key to seeing the importance of our connections to our heritage and those of our family across the Moana. My focus now is to support and encourage our next generation of artists, and the generations that follow. I have recently completed my Master of Visual Arts and am supported by my incredible wife, siblings and ancestors, who I carry with me always.



SIONE
TAUNGA

TupuToa Navigator
TupuToa

I was born in Tonga, migrated to New Zealand when I was three years old and it took 27 years to return to my homeland. In between, I grew up in West Auckland, went to University in Dunedin and have worked in New Zealand and overseas as a manual labourer, teacher aide, administrator, farm hand, fitness instructor and art dealer. The important things I value can be summed up in ‘F’ words – Faith, Family, Friends and Food. I feel very blessed and grateful to be working for TupuToa and walking alongside future Māori and Pasifika change agents.



SAUILEONE
ALESANA

Te Pou Taki and Chair
Te Piki Oranga Māori Wellness & Nelson Tasman Pasifika Community Trust

I was born in Vavau on the South of Upolu of Samoa and grew up in Christchurch. I am married to Tania and her connections are to Ngāti Kuia, Rangitane, Ngāti Apa ki te Rā Tō, Ngāti Raukawa and Taranaki. We have two children and have fostered eight other children. I am the chair of The Nelson Tasman Pasifika Community Trust and work for Te Piki Oranga Māori Wellness Service as a Cultural Adviser. I believe Leadership is the ability to weave people together and to lead and The Mana Moana Experience will give me the opportunity to explore my Samoan side and connect with Pasifika leaders from Aotearoa.



TITIIMAEA
EUGENE ELISARA

Consultant

I was born in Dunedin to Samoan parents who wanted to carve out a new life after meeting and marrying in New Zealand. I am the eldest of four and our early pathway was defined by the potential doors that could be opened through formal education. I gained a BA and LLB at the University of Canterbury and worked in both law and business. I met my wife at university and we have three awesome children. The world is changing and it is important for me to explore new ways of thinking, decision making and interacting: technologically, societally and culturally.



SHIMPAL
LELISI

Actor, Freelance Journalist, Media Director, Writer

Monu Tagaloa! Fakalofa lahi atu. My name is Shimpal C. Barnes (Panisi) Lelisi. Ko au koe tagata Niue. Hau he tau maaga ha Liku, Makefu, Alofi Tokelau mo Hakupu-Atua. I was born in Niue in the Lord Liverpool Hospital, later destroyed by a cyclone. In 1979 we moved to New Zealand to begin our education, which was later destroyed by Auckland raising me as an “entertainer.” My acting journey has seen me study through Pacific Theatre –then Pacific Underground (and where The Naked Samoans was born), to Te Kura Toi Whakaari o Aotearoa –The New Zealand Drama School, and Wellington’s Taki Rua Theatre Company with whom I toured the country and the world.



TUILOMA
GAYLE
LAFIALI’I

Director
Pasifika Education Centre

Mālō le soifua ma le lagi e mamā. New Zealand born, I hail from the villages of Sapunaoa and Lalomanu (Samoa), Glasgow (Scotland) and Kilkenny (Ireland). My Sāmoan matai title comes from Sapunaoa, from my grandmother’s āiga. I come from a line of Faife’au and teachers, and have 25-years’ experience in the New Zealand tertiary education sector and five years in the health sector. I have worked across government, NGOs and private sectors, including teaching in Japan. My passion is seeing all children and young people have equitable access to quality education. My current role allows me to promote Pasifika languages and cultures as a way of strengthening identity.



**VALAI
SELETA MICHIE**

Border Manager
Ministry of Business, Innovation and Employment

Born and raised in Tāmaki Makaurau to a Samoan Mother (Asau, Ti'avea) and Pākehā Father of Scottish descent. As the daughter of school teachers, I understood the importance of leadership by service for our future generations. I am a graduate of the University of Auckland and have enjoyed 14 years in the public service, most recently with the Ministry of Business, Innovation and Employment. My journey has led me to rediscover ancestral legacies when I was honoured with the bestowal of a matai title from my Grandfather's line. By connecting with my whakapapa, I forge new pathways, deepening my cultural knowledge and reaffirming my proud Pasifika identity.



**ZORA
FEILO**

Funds Coordinator / Programme Coordinator
Tupumaiga A Niue Trust / Auckland Council

I was born in Auckland and raised in the inner city suburbs of Grey Lynn and Ponsonby. My Niuean parents came to New Zealand with the first wave of Pacific migrants and I come from the villages of Alofi / Avatele / Tamakautonga and feel connected to the motherland through my ancestors. I have three children and one grandchild. I am inspired by people who live their lives with purpose and passion and who have the courage to speak their truth. I am a foundation member of a Trust that provides Niuean cultural arts workshops for Niuean youth and families, am employed by Auckland Council as a Programme Coordinator, and I am a creative writer and published author of the Tales of Niue Nukututaha.

A DARING INVITATION

WE INVITE PROSPECTIVE ORGANISATIONS
TO JOIN OUR VISIONARY WHĀNAU.

Your unique support will build a diversity of leaders who can contribute towards a thriving inclusive Aotearoa that works for everyone - now and in the future!

BUSINESS PARTNER

OPPORTUNITY

- ▶ Align with an organisation who also cares for the future of the country, its people, the economy and the environment
- ▶ Build your brand profile with 500+ influential leaders, together with other organisations and potential customers who share the same vision and values

BENEFITS

- ▶ Stretch the minds of your senior talent (our programmes sit nicely with any internal learning programmes)
- ▶ Personalised leadership development events for your emerging leaders
- ▶ Free entry into Leadership NZ events
- ▶ Leverage your brand across our events

INVESTMENT

Between \$2,000 and \$30,000 depending on your ability and needs

To explore how your organisation could benefit, please contact
Leanne Holdsworth:
engagementmanager@leadershipnz.co.nz
(09) 309 3749

leadershipnz.co.nz

SCHOLARSHIP PARTNER

OPPORTUNITY

- ▶ Sponsor a participant from the not-for-profit sector, enabling a diverse representation in our programmes across New Zealand (cultures, places, industries)
- ▶ Contribute towards building a nation that truly honours diversity through leaders working with 'difference'

BENEFITS

- ▶ Play an active role in selecting the participant including input into the sector, geography and cultural representation
- ▶ Broaden your organisation's internal knowledge via the participant sharing learnings back to your staff

INVESTMENT

Up to \$17,500, to cover programme costs



EMPLOYER'S PERSPECTIVE

CREATING BOLD AND BRAVE LEADERS

How did the relationship with Leadership NZ begin?

Ministry of Business, Innovation and Employment (MBIE) began its relationship with Leadership NZ four years ago when our first cohort completed The NZ Leadership Programme (NZLP). Our people have all greatly benefited from the ongoing relationships they established and the techniques they were able to explore in both their professional and personal lives through this Programme. This year, MBIE has created four opportunities for staff to participate in Leadership NZ's Programmes (one for NZLP; the other three to Pacific staff for The Mana Moana Experience).

Why has the Ministry of Business, Innovation and Employment invested in Leadership NZ?

One of our priorities at MBIE is 'Growing Great Talent'. We believe this means investing in our leaders who in turn grow and develop great people. This benefits not only MBIE but the entire public sector by setting our public servants up to deliver a better service and improved outcomes for New Zealand. As an organisation, we are also trying to grow our talent pool of Pacific and Māori leaders. As the lead agency for the Tupu Tai Pasifika Public Sector Internship Programme, we have a responsibility to think about how we provide career progression opportunities for the young people we have brought into the public sector. These leadership opportunities are one way for us to continue to build the leadership pipeline by identifying talent and creating opportunities for Pacific, Māori and ethnic groups to gain leadership training and mentoring.

In what ways has the Programme opened up more compelling internal conversations?

One of our values at MBIE is to be bold and brave. This is about encouraging us to be curious and have the confidence to ask the challenging questions. We truly believe we are better when we are working together. There is an appetite at MBIE to create space for diverse perspectives and remain open to new ideas. The training our people have received has not only given them skills and frameworks but also the confidence to start some courageous conversations.

What professional outcomes has the Programme delivered to your organisation?

Having leaders who are able to lead from the head and the heart to fully harness the talent and diversity of our workforce in MBIE means we are able to build an inclusive future and embrace the differences of others. At MBIE, Matalena Leaupepe, Director of the Government Centre for Dispute Resolution, has been instrumental in establishing our relationship with Leadership NZ and has talked to me about the emotional courage and ability to facilitate a large group with different needs and experiences as something she is able to do with confidence since completing The NZ Leadership Programme. The important thing for me is that not only has she benefited, but her team is learning from her experience as well.

Carolyn Tremain is Chief Executive, Ministry of Business, Innovation and Employment



ALUMNI JOURNEYS

PAKILAU ‘O AOTEAROA MANASE LUA

THE MANA MOANA EXPERIENCE (ALUMNUS 2018)

What has happened since you completed the inaugural Mana Moana Experience in 2018?

2019 has been full of defining moments for me since completing The Mana Moana Experience as one of the inaugural alumni. The sharpened sense of intentionality and focus that I have gained from the Experience has helped me immensely. I know it’s almost a cliché to say that the best leaders really excel during challenging times, but this was certainly the case for me. I have a new role in my organisation as National Manager Kanorau (diversity and inclusion), an area of keen interest for me and of increasing importance given the tragic events in Christchurch. Watch this space!

How has The Mana Moana Experience influenced you and shaped your influence of others?

It is more than a leadership experience, it is a movement. Many people have asked me why I chose to undertake it. I am a life-long learner. What I have learned and reawakened from has helped to centre me. It has connected me to other champions who want to serve and make a difference. This is a huge privilege and opportunity for us - to serve and help others. So much so that I am now the Programme Facilitator and can help influence and shape other champions.

What important learnings did you derive from your time on the Experience?

I was inspired by the genius of simplicity shown by our ancestors. They can capture the entire essence of the cosmos with one word - “Va”. This takes extraordinary insight, intelligence and connectedness with the world around them. Skills that are lost these days with Google, Facebook, iPhones and gigabytes of worthless information and data. Mana Moana can reawaken this by taking us outside to the very brink of the abyss where these two worlds often intersect. The intentionality and focus our ancestors had to code everything into existence through the power of a word or proverb were revealed to me on the Experience. The more I thought I knew, the less I actually did.

Community involvement is central to Leadership NZ’s ethos. What is your involvement in the wider community?

I am heavily involved in my Tongan and wider Pacific community. As with most Pacific people in positions of influence, much is expected of us. We have trouble saying “no” and are ready to say “yes” to most things that are asked of us. I am a Tongan Lead for the Auckland Museum Pacific Collection Access Project; Executive member of the Pacific Leadership Forum; Secretary for the Aotearoa Tongan Health Workers’ Association; Deputy Chair of the Fonua Ola Social Services Board; Member of the NZ Tonga Business Council and Executive

member of the Tongan Aotearoa Amateur Sports Association as well as many other village and family obligations as a Matāpule (talking chief).

This year’s theme is Daring Leadership. What does this mean to you?

Daring leadership is about going against the grain sometimes. We all have had those self-doubt moments when you see everyone else going one way and you are going the other. But if you back yourself to do what’s right, stay open and stay humble, 9 times out of 10 you will be fine. Leaders who try and fail are not failures. Those who fail to try are the failures. If you believe you can do something, do it.

If you had one piece of advice for future Pasifika leaders, what would it be?

We need more leaders who are bold and willing to serve with mana and integrity. This is especially needed now for Aotearoa to truly heal and move forward as a nation given past and recent tragic events. Apply for The Mana Moana Experience – it is a movement for change, healing and creating “va” to advance!

Pakilau ‘O Aotearoa Manase Lua is National Manager - Kanorau / Principal Advisor, Pasifika at Te Pou O te Whakaaro Nui and Programme Facilitator - The Mana Moana Experience.



JOHN SKURR

NZ LEADERSHIP PROGRAMME (ALUMNUS 2014)

What skills did the Programme offer that you have used to create value for your organisation?

It allowed me the opportunity to focus on myself and time to reflect on the opportunities out there. I now have a clearer understanding of who I am and what is important to me. The Programme gives you the opportunity and time to reflect on what those opportunities will be for you personally. Like many of you reading this, I had completed many exercises on establishing my values. The Programme took that discussion to a deeper place. In retrospect, it was one of the drivers to my last role changes. I believe, due to the Programme, I am now a far more balanced, personally aware and resilient leader.

Have the skills acquired through the Programme helped you tackle any challenges to date?

I think if you understand (and are comfortable) with yourself then you can help others through difficult times. The last nine years have created a set of unique challenges for people living in Christchurch. Staff have had to deal with the loss of their home, loved ones, workmates and friends. There has been a real need to give people time to heal and to deal with their personal circumstances. I have been amazed at the resilience shown by Cantabrians and the Muslim community.

This year’s theme is Daring Leadership. What does this mean to you?

To me, daring leadership means having the ability to challenge yourself to be adventurous and make a difference as a leader. It starts with being curious and proactively seeking to learn new things.

Daring to live those changes daily is the greatest challenge you will face.

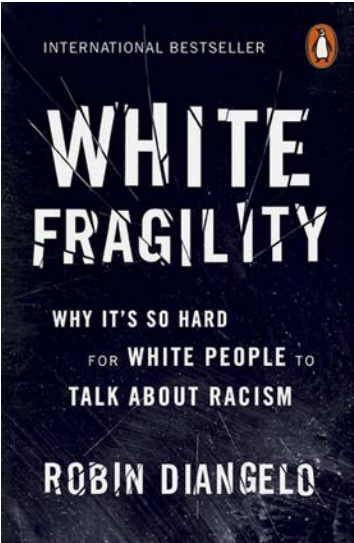
If you had one piece of advice for future leaders, what would it be?

I have more than one! These would be: Take time with your staff and understand what drives them. Your staff is your greatest asset. I love building teams of people who are more talented than I am; Enjoy learning something new every day; Create a framework and set a direction that both allow your staff to excel; Challenge them to be the best they can be - each and every day.

John Skurr is General Manager – NZ Sales, Alliance Meats

BOOK REVIEW

WHITE FRAGILITY



White Fragility: Why It's So Hard for White People to Talk About Racism
192 pages | 2018
Beacon Press (US)
Penguin (UK)

A *New York Times*’ bestseller, Robin DiAngelo’s book fundamentally challenges assertions about how white people view race. The book is written for white people who believe they are not racist. Perhaps, like me, you were taught to treat people the same. Perhaps you ‘don’t think about colour’ or have multiracial friends and family. Perhaps, as a progressive person, you just can’t be racist or complicit in racism.

I haven’t thought much about being white. The only time I can remember talking with my parents about race was one Friday night in the mid-1970s. My father had taken me to the Sockburn fish and chip shop, where I was startled to see someone who was not white. “Daddy, why is that man brown?”, my three year old voice boomed. Dad hauled me out of the shop, and I learned that it was rude to talk about race or colour. DiAngelo describes this as racial socialisation - making it taboo to openly talk about race and thereby reinforcing collective prejudice.

The author dismantles each of those bulwarks of complacency which maintains the inequitable status quo. She starts by defining settler societies as being a system of advantage based on race - a collective prejudice backed by the power of legal authority and institutional control. She then asserts that white people do not acknowledge their whiteness, struggle to talk about it and become defensive, evasive or genteel when challenged over it.

DiAngelo argues that white people exude an innate assumption of racial superiority. Even getting white people to acknowledge that they benefit from their race is difficult, let alone see it as a serious problem they need to deal with. She outlines the reactions and techniques that serve to make it hard to challenge that assumed superiority - the “white fragility” referred to in the title – which holds inequality in

place. She argues that white supremacy is more than the idea that white people are somehow superior: it is the definition of whiteness as being the norm for being human.

This will be an uncomfortable read for many people. It was for me. I cringed at the descriptions of racially conscious behaviours: being overly nice, not using racial terms or labels, using code words to talk negatively about where people of colour live (“it’s very low decile”) or turning a blind eye to racist remarks by friends or relatives.

Late one Saturday afternoon this March, in a hospital cafeteria in Christchurch, I stood at the back of a large crowd of people whose loved ones had been murdered by a white supremacist. Talking with foreign consular officials there, I struggled to articulate how shocking and shameful it was that this heinous crime had happened in the city in which I grew up. Of course, the killer was a terrorist, an extremist, a foreigner, not one of us. He chose Aotearoa for this heinous crime precisely because we are tolerant and diverse. But are we?

You could argue that Aotearoa is special (or that the American experiences of slavery and racial oppression have created a profoundly different society to ours). However, the racially motivated killing of 50 people in our second largest city should surely compel us to explore how we can, at the very least, talk about race relations in New Zealand today with more honest, open and informed conversation. This book leads the way to help us unpack it.

Reviewed by Carl Reaich, Manager – Consular Division, Ministry of Foreign Affairs & Trade and Alumnus 2018, The NZ Leadership Programme.

SHAPE OUR FUTURE



Imagine a fully connected, authentic and diverse leadership culture across New Zealand.

We’ve been doing it since 2003.

Each year, we select a cross-section of leadership talent and voices that represent the diverse nature of our nation.



APPLY NOW
leadershipnz.co.nz

The New Zealand Leadership Programme will:

- ▶ Examine and test values, worldviews and assumptions
- ▶ Build leadership capabilities to meet 21st Century challenges
- ▶ Broaden horizons through unique personal and professional approaches
- ▶ Explore new ways of thinking, developing the cultural intelligence needed by leaders of tomorrow
- ▶ Build networks beyond professional practice
- ▶ Apply leadership to make a difference in your organisation and community
- ▶ Develop an in-depth societal awareness
- ▶ Build confidence to step forward and create change
- ▶ Grow a greater confidence in growing others

Turou, Turou, Tulou, Tulou, CALLING ALL PASIFIKA LEADERS



Take the next brave step in your leadership journey with our newest Programme.

Each year, we select a cross-section of Pasifika talent and voices that represent the inclusive nature of our nation.



APPLY NOW
leadershipnz.co.nz

The Mana Moana Experience will assist you to:

- ▶ Navigate complex and culturally distinctive worlds with skill and confidence
- ▶ Engage with and deepen cultural knowledge, strengthen capabilities and add value by bringing your full self into your professional lives
- ▶ Share experiences with other Pasifika leaders and foster lifelong relationships and networks of support via peer mentoring
- ▶ Access the inspiration of our most influential leaders by hearing their personal experiences first-hand
- ▶ Leverage poly-cultural capital to scale up leadership influence and reap the diversity dividend for a better New Zealand



CREATIVE PARTNER

curative.

COMMUNITY PARTNER



SUPPORTING PARTNERS



SCHOLARSHIP PARTNERS

