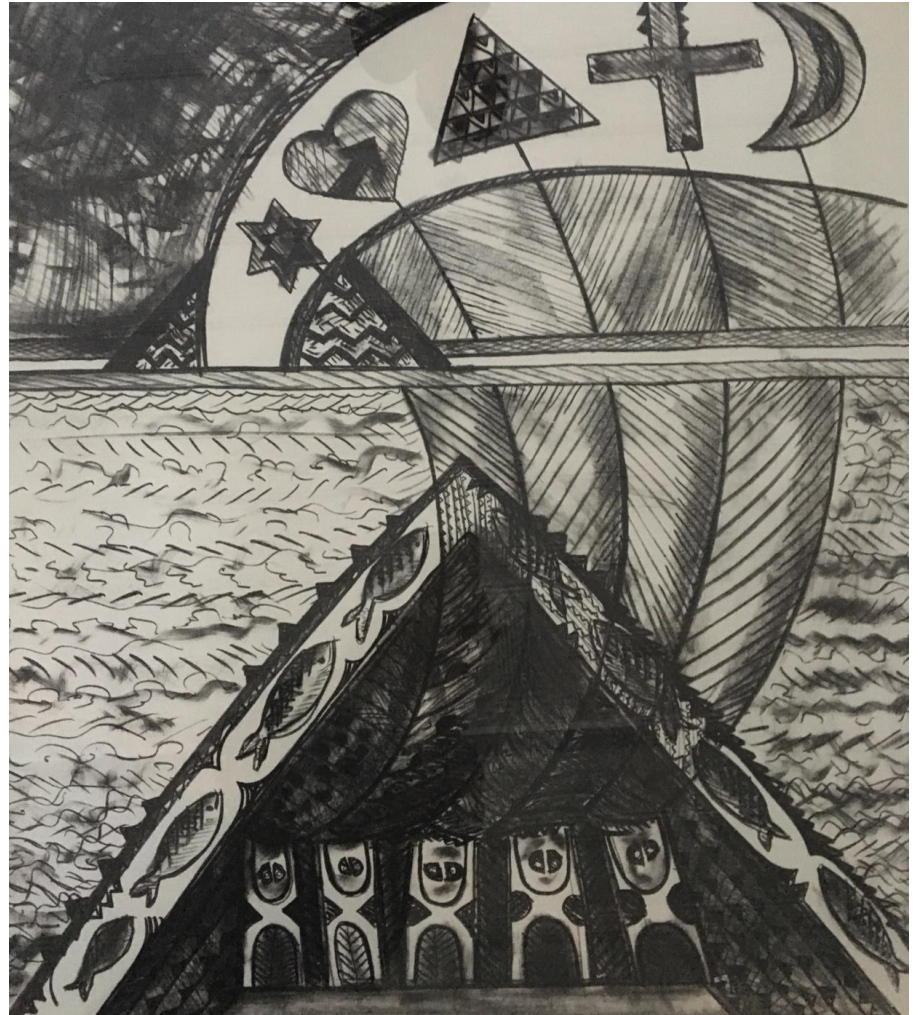


# Collectivism, Collaboration & Relationships for Transformation

Indigenous Leaders  
Interactive System  
Applying Collective  
Wisdom of the People in  
strategy and decision  
making

Ngā Kura ā Iwi o Aotearoa  
12.09.2023





# Indigenous Leaders Interactive System

- Founders AIO –Americans for Indian Opportunity/Dr Aleco Christakis and LaDonna Harris
- Need for a communal perspective when developing a vision for the future
- and an action plan for making that vision a reality
- Evolved and gifted to AMO to utilise in Aotearoa







# What is it?

- System of dialogue – āta kōrero
- Identifying challenges
- Creating action scenarios
- Free flow thinking and strategic goal development
- Ideas, influence, collective agreement leading to solutions



# How?

- Mihimihi - Ko ngā mātāpono te tūāpapa
- The circle – where we can take away the tables
- Structured dialogue- everybody has a voice
- Clarifying ideas every step of the way
- Respectful practice



# That...

- Enhances a collective voice
- Seeks collective wisdom
- Simplifies the ideas
- Identifies relationships of influence – being strategic!
- Keeps it simple
- Results in consensus decision making
- We act in an autonomous way



# Structured and organised thinking

Establish an education training program to train cultural social service workers that is <sup>maori</sup> based	Increase involvement in TRONT - resource training etc	Develop our own accreditation + evaluation system	more Awarua wānanga	Identifying what results we want to achieve	Spec based of c
Allocate time to the	Build a culture of excellence - training + products	Build awareness of our outcomes in our communities	Be results focussed	Develop an evaluation + monitoring system	Celeb point dif
Develop a succession strategy that applies all levels of the organisation	Promote our vision within our planning	Hold an operations forum with all staff to review our products + services do we do this in a Kaupapa Maori way	Focus on whānau outcomes	Having planned community consultation + wānanga	
Establish a centre beside Berrima training centre a hui kaitoko, each centre	Promote the applied principles	DREAM	organise an annual Kaimahi retreat with governance	Hosting an interagency hui	
Encourage whānau participation	Commit to host the 2016 world indigenous community development conference in Bluff	Celebrate + acknowledging achievement	Establish a master apprentice programme to be placed in government departments	mentors out in the community to mentor staff	

# Kia tau te whakaaro, koinā te matua o te kaha

- Iti te kupu, nui te whakaaro
- Each whakaaro holds mana. Tōku whakaaro –tāku whakaaro; each thought/idea takes a journey, respect it!
- Understanding meaning
- Honouring one idea at a time
- Share succinctly
- Listen to understand

# Identify the success factors...

- The trigger question is key – what are you attempting to solve and/or achieve?
- What does success look like?
- Test the collation of ideas...



# Collating the ideas

- Individually write down 3-5 ideas in 1 idea statements
- In pairs or triads – share each others' ideas
- If similar – let them go!
- Round robin ideas as a group and record on A4 paper – place on the wall – ka iri ngā kupu ki te pātū o te whare...

# Shared meaning

- Clarify each idea
- Apply the facilitation rules:
  - Author owns the meaning of each idea
  - Nothing is up for debate
  - Can ask a clarifying pātai directly to the author
  - Protect the process
- Theme up!



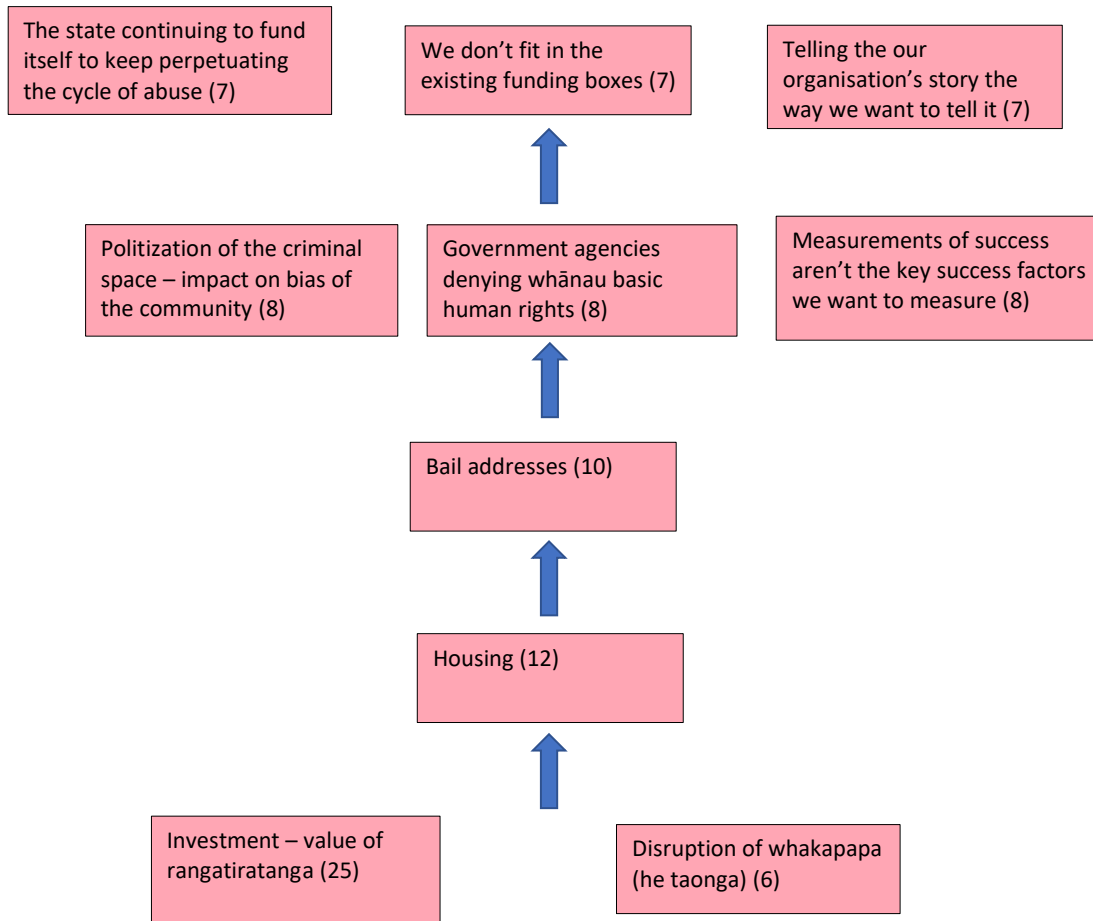
## Identify the challenges/barriers that get in the way of that success

- Same process as before and;
- 4-5 sticky dots
- All participants choose their ideas most important to them
- Choose the top challenges to be overcome
- 5 value of 5, 4 value of 4 etc.
- Take the top 10 and construct a tree of meaning



# The Influence Map – Root Barriers

The wānanga voted on the barriers most important to them and mapped them onto a tree. We discussed what root barriers, if significantly overcome would help to overcome others further up the tree. This was an opportunity to further discuss the real issues facing our organisation and how we may best create the actions to overcome them.



Identify the actions we can take to overcome the system of challenges and achieve our goals

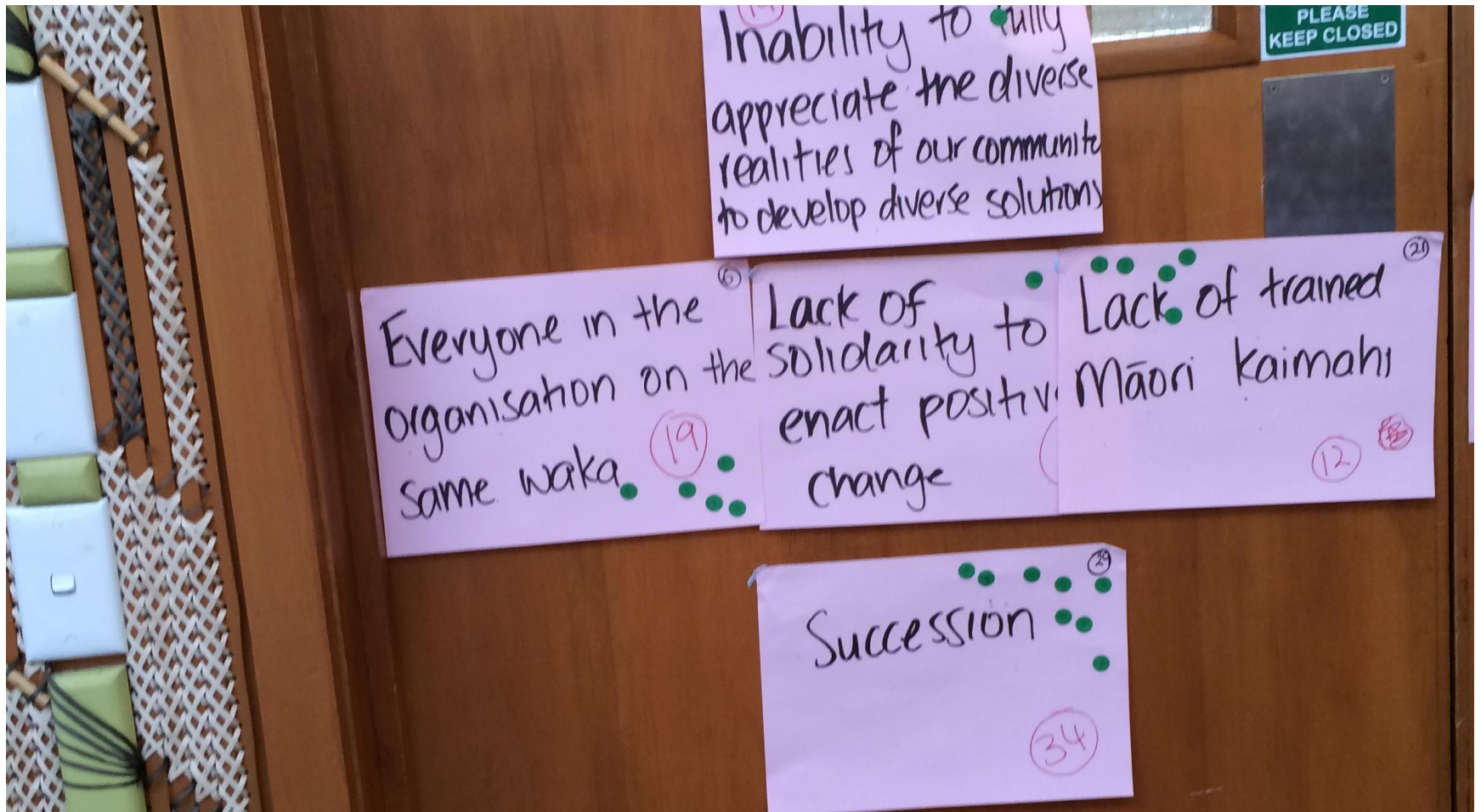


Action Plan 2: Te Hononga atu ki te Iwi

Goal	Activity	Responsibility	Timeline	Outcome
Develop an engagement framework and service guide				
Establish a comms and event management plan				
Establish effective comms channels via social media regarding meaningful information to develop understanding and passion for the Trust				
Grow our portfolios to increase revenue which in turn increases employment opportunities				
Employ casual staff for training and development, gradual succession to F/T employment				



# Mana Motuhake in action



# Ko te pae tawhiti whāia kia tata, ko te pae tata whakamaua ka tina.

