

MANA TAIOHI REPORT WHITI ORA TAIRĀWHITI

“For Whiti Ora Tairāwhiti, the exposure to the Mana Taiohi principles, and the internal capability building sessions we undertook, certainly created great momentum for an area we are passionate about - youth development. We have a new Youth Development Policy that provides guidance and aspirations for our mahi with rangatahi. And our Board is actively exploring how to bring youth voice to the governance table so that it permeates throughout our organisation”.

Stefan Pishief, Chief Executive

WHAT WORKED WELL?

The Mana Taiohi framework worked well with mainstream groups that Helayna worked with. She mentioned also using it as a guide to support her environmental youth groups. We also delivered a few Mana Taiohi workshops internally throughout the year to assist with an understanding of what mana taiohi is and how it can be applied within an organisation.

We found that with initial sessions it didn't resonate as much with some of our kaimahi, who felt they already worked in line with the principles of Mana Taiohi albeit through their own ways of working and personal values. But through reflection and modifying our approach, we ran sessions where kaimahi that considered how they work with rangatahi and asked to share examples and from this the alignment with mana taiohi became evident - just different ways of wording and describing it and it did identify some additional opportunity areas we could strengthen.

One example was how Mana Taiohi provides more guidance on how to support our takatāpui whānau which is not something we had discussed much previously as an organisation.

Majority of my mahi has been with kura maori and I found myself supporting Te Aho Matua as its their primary framework. I did however see some similarities in some aspects of Mana Taiohi and Te Aho Matua and so I focused on ensuring the kura were supported to truly apply the principles of Te Aho Matua to ensure our rangatahi were getting the best opportunities.

WHY DID IT WORK WELL?

Its very simple to follow and once we received the resources to help share and deliver the framework to others it was very useful to use. Good feedback from work staff. Good framework to align with other already used frameworks within kura.

Once the team better understood Mana Taiohi and how it aligned to their mahi, we decided to use it as the base of our youth development policy. This has been approved subject to one minor change being made. We are planning to roll this out with all kaimahi at our next hui with a particular focus on the support needed from our rainbow community.

Our board are also now exploring bringing on a rangatahi representative. The level of influence this young person will have is still to be determined. However, I will be supporting them in their discussions and helping to ensure they apply the mana taiohi principles as part of their decision making.

WHAT ARE THE OPTIMAL CONDITIONS FOR THE CHAMPIONS ROLE TO BE EFFECTIVE?

Identifying and understanding key areas where it can be used and having good examples of how it can be implemented.

Recruiting Rangatahi It was very helpful to have rangatahi part of our mahi. It allowed us to have a youthful perspective in all aspects of our mahi. Having our rangatahi part of our mahi showed that this generation has the potential to lead and also provide perspective and ideas that weren't thought of initially.