

KA EKE POUTAMA

Rangatahi Into Governance Programme



RECOGNISED BY:



SUPPORTED BY:



Te Puni Kōkiri
REALISING MĀORI POTENTIAL

icehouse



WHAT IS KA EKE POUTAMA?

Ka Eke Poutama is actually a movement. We are a group of more than 130 passionate rangatahi that care about the future of Māori leadership and making a difference.

We care about our communities.

We care about representing Māori on the world stage.

The 'Ka Eke Poutama' programme is an intensive 4 month journey that inspires and prepares emerging innovators and leaders.



The programme equips young Māori leaders to be change agents within their communities. It draws on practical knowledge around how to grow an organisation and take on governance and leadership roles.

It empowers young leaders to be confident, capable and make a positive difference in their communities.

It responds to local issues and draws on international and traditional cultural practice.

WHY CONSIDER KA EKE POUTAMA?



‘Governance’ is the arena where high level strategic decisions are made within organisations. It is required across almost all sectors - from school boards, to councils, to iwi to NGOs and community organisations to businesses.

Governance is a realm where rangatahi can bring a different perspective, challenge existing ways of doing things, and give back to their community while growing their own skills.

The advantages of doing Ka Eke Poutama:

- **Build your confidence and mindset** - that you can in fact make a massive contribution to your community as a rangatahi, and to a governance or advisory board too
- **Build your network** - with dozens of other young Māori leaders, mentors and experts
- **Strengthen your strategic thinking skills** - to be even sharper at looking at social, business and organisational issues and critically evaluating how to solve them
- **Practice applying governance concepts** - by learning about scenarios and applying the tools and principles to them and hearing others perspectives too
- **Career progression** - learning governance is an impressive skill/experience on a CV, and involves learning about other useful skills such as risk management, business management and communications

WHAT IS EXPECTED OF PARTICIPANTS?

There are six strands that make up the Ka Eke Poutama programme:

Weekend workshops (wānanga)

These immersive workshops use innovative facilitation techniques to engage, inspire and educate participants in core concepts around governance, strategy and social enterprise.

Quest exercises

Assignments and activities completed by participants in their own time, either individually or in groups. The Quest exercises are a way to apply the learning to a real life context. There are six Quests in total.

Ako speaker sessions

One hour video-conference sessions with a governance, business or innovation expert as a guest speaker, looking at their lived experiences of governance and enabling community change.

Live board observations

Participants connect with governance boards to observe governance decision-making in action and to strengthen their relationships and networks with community organisations.

Community initiatives

Participants contributing towards a project in their community as a way of applying and sharing their new knowledge, expanding their networks, and demonstrating their commitment to making a difference for Māori communities.

Online tools and resources

Making a range of best practice tools available to participants to help with implementing governance & entrepreneurial concepts.



PROGRAMME STRUCTURE

APPLICATIONS PHASE

Applications are open for a three week period.

WEEK FOUR Ako Session

Governance leader case study contextualising the key principles learned.

(M1) Meetings
(R1) Roles and Responsibilities

WEEK NINE Quest Activity

Participants working in groups to solve a case study challenge.

Participants creating online governance profiles via Appoint

SELECTION PHASE

Applications are shortlisted and selection of participants is undertaken, including phone interviews where required.

WEEK FIVE Quest Activity

Setting priorities, develop strategies, review iwi plans.

(S1) Strategic Thinking
(M2) Measuring & Monitoring

WEEK TEN Ako Session/Wānanga 3

Reflecting on all 6 governance concepts at full weekend wānanga.

R2) Risk Management
(C1) Communications

WEEK ONE

Self-discovery activities

Participants will receive their first exercise focused on learning personal strengths, passions and personality types.

WEEK SIX Ako Session / Wānanga 2

Governance leader session contextualising key principles followed by a one day wānanga.

(S1) Strategic Thinking

WEEK ELEVEN Quest Activity

How to identify and deal with different types of risk.

(S1) Strategic Thinking
(R2) Risk Management

WEEK TWO

Wānanga 1

Full weekend wānanga. Whakawhānaungatanga. Overview of governance concepts.

(M1) Meetings
(R1) Roles and Responsibilities

WEEK SEVEN Quest Activity

Participants working in groups to solve a case study challenge.

(S1) Strategic Thinking
(R2) Risk Management

WEEK TWELVE Ako Session

Governance leader case study contextualising key principles learned.

(C1) Communications

WEEK THREE

Quest Activity

Participants working in groups to solve a case study challenge.

(R1) Roles & Responsibilities

WEEK EIGHT Ako Session

Governance leader case study contextualising key principles learned.

(S1) Strategic Thinking
(R2) Risk Management

WEEK THIRTEEN Final Quest Activity

Completing board meeting observations.

Reflection exercise to summarise key lessons learned

LEAD FACILITATION & COACHING TEAM



SHAY WRIGHT

Te Rarawa, Ngāpuhi, Ngāruahine,
Ngāti Ruanui

Shay is a Māori social entrepreneur, and co-founder of Te Whare Hukahuka and Nuku Ltd. Both social enterprises help indigenous communities to set up and grow world-class enterprises that can create community change.

Shay was listed in the '30 Under 30 Social Entrepreneurs' by Forbes Asia, and was a finalist for 2019 Young New Zealander of the Year.

His governance experience started young, as a founding trustee of the teacher recruitment organisation, Teach First NZ. He now holds several Government Advisory Board roles amongst other directorships.

Shay is a speaker, strategist and futurist, and featured on NZ television show 'What Next?' in 2017. He grew up in the land of his iwi in the rural Far North.



KAYE MAREE DUNN

Te Rarawa, Ngāpuhi, Ngāti Mahanga,
Ngāi Te Rangikoianaake, Ngāi Tāmanuhiri

Kaye-Maree has worked with Māori groups at a flaxroots level and with a number of Māori business enterprises to develop capability, identify risks and create possibilities for development.

As well as being an experienced facilitator, Kaye-Maree holds several board roles, and is a part-time Project Manager with Māori Women's Development Institute (including building financial capability programmes).

Kaye-Maree has recently co-founded a blockchain application called Āhau to create indigenous digital identity through whakapapa and blockchain.

Her many hats demonstrate Kaye-Maree's commitment to make change in the fields she is passionate about, especially for Māori.



TRAVIS O'KEEFE

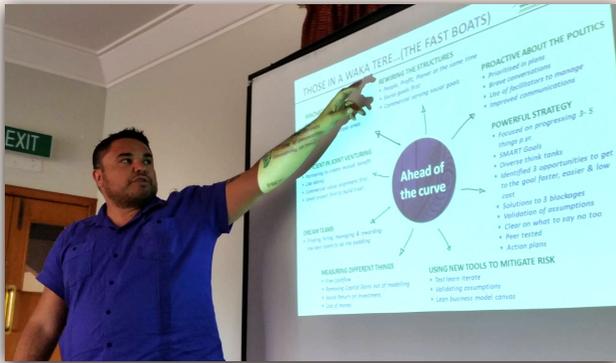
Ngāti Porou / Ngāti Konohi

Travis has more than 20 years' experience as an entrepreneur, social entrepreneur and business coach. He has grown 12 different businesses across a range of industries, from media and, online advertising to education and training to ecommerce.

He has receiving a number of awards for his innovative thinking. After co-founding Te Whare Hukahuka, Travis has worked with more than 700 Māori business leaders to advance their commercial and social objectives.

Most recently, Travis has been establishing Nuku Limited, an enterprise that manufactures products and sells them in USA via ecommerce. The goal of Nuku over time is to help Māori Trusts to develop and export their own high quality products globally.

WHAT ARE EXAMPLES OF GOVERNANCE CONCEPTS THAT WE'LL EXPLORE



Below are some of the core concepts of great governance that we often focus on through the programme, alongside the fun practical stuff!

- **Roles and Responsibilities:** A refreshed understanding for trustees about the different roles in the Trust, particularly governance vs management. Identifying good vs bad practice in governance. Showcasing the way to use policies and board charters to guide decision-making.
- **Meetings:** Trustees clear on how to best prepare for meetings and how to structure meetings to be efficient and ensure effectively board discussions where opinions are heard, good questions are raised, decisions are passed, resolutions are drafted and minutes accurately record the board's decisions and actions.
- **Strategic Thinking:** Trustees are clear on the key elements of strategy and proven entrepreneurial principles that increase the chances of the strategy being successful. Trustees feel confident with setting a clear direction and clear priorities for the Trust. Strategic questions are raised and tough choices are made about the use of resources to achieve the agreed priorities. Looking at innovative, alternative methods to create better impact for whānau and grow the Trust business.
- **Measuring and Monitoring:** Trustees setting clear measurements to monitor progress towards the Trust's strategic goals, and regularly tracking these to inform the strategy and report on outcomes to whanau. Trustees and the management team have a shared definition of success and of the key things to measure - which are outcomes based rather than micro-managing activity.
- **Risk Management:** Ensuring trustees are aware of 12 different types of potential risks and the processes that can be put in place to track, mitigate and manage risks as they arise. Trustees are armed with key questions that are useful in analysing risk and feel comfortable in making decisions without unduly putting the Trust's assets at risk.
- **Communication:** Trustees strengthening their ability to engage in positive and mana-enhancing discussions to ensure a safe and positive board experience. Sharing ideas around how to better keep whanau and strategic partners informed and engaged on the progress and initiatives of the Trust to create proud champions.

IT'S STARTING AGAIN SOON...



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KA EKE POUTAMA
PROGRAMMES**



KA EKE POUTAMA ALUMNI 2016-2018



The 130+ Ka Eke Poutama alumni now hold more than 100 governance and advisory roles between them

ABOUT TE WHARE HUKAHUKA

Our vision is to improve the lives of 10 million indigenous people.



Te Whare Hukahuka refers to ‘the domain of innovation’ and the way in which Tangaroa birthed the creatures of the sea. This varied and innovative work reflects the work we do with Māori communities to help create positive, lasting change.

Te Whare Hukahuka is a social enterprise dedicated to developing the skills of indigenous community leaders.

Our team has been acknowledged nationally and internationally as leaders in this space because of the way we combine innovation with best practice thinking and indigenous knowledge to create learning experiences that make a difference.

Being named in the *‘Forbes Asia 30 Under 30’* list demonstrates that our programmes are recognised as globally competitive and are making a difference locally and internationally.

Being named *‘Community based Programme of the Year’* recognises the way our programmes are viewed here in Aotearoa and the great outcomes that our alumni are achieving.

Te Whare Hukahuka has now worked with more than 100 Māori organisations, and trained more than 850 Māori leaders who represent more than 220,000 Māori people. But we can’t do it alone. We have a collaborative approach of working with many others to support community-led development and help catalyse solutions to community issues.

Our work supports Māori leaders who are working hard to make a difference for their communities. We assist them with social innovation as well as with starting and growing businesses that can have economic impact in their communities and demonstrate that Māori can be world class.

As well as working at the flaxroots, we are also helping to shape the emerging social enterprise ecosystem in New Zealand along with a range of collaborators. This will help our communities have the support they need to continue to make a lasting difference and become financially self-sustaining.

E tū ki te kei o te waka, kia pakia koe e ngā ngaru o te wā

Stand at the stern of the canoe, and feel the spray
of the future biting at your face

- Dr Apirana Mahuika

Visit our website:

www.twh.co.nz

Join our Facebook tribe:

[/maoridevelopment](https://www.facebook.com/maoridevelopment)

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CO-FOUNDERS



Shay Wright

Co-founder

Te Rarawa, Ngaruahine

*Finalist - Young New Zealander of
the Year '19*

*Forbes Asia '30 Under 30' Social
Entrepreneur*

*Matariki Young Achiever Award '18
Young NZ Innovator Award '17*

*Finalist - Young Enterprise Alumni
Awards '16 & '17*



Travis O'Keefe

Co-founder

Ngāti Porou

*Supreme 'Eye of the Needle'
Maori Innovation Icon Award*

*25 years' experience with SME
commercial development*

*Coached and facilitated to 650+
Māori business leaders*