

# HE HUI TAUMATA



PARTNERED DELIVERY MANAGER  
MĀORI INJURY PREVENTION



TE MIRI RANGĪ

KO NGĀ RANGITIRA  
O TE WAKA HOURUA  
O ACC

MANAGER OF STRATEGIC INVESTMENT



JUSTINE PIVAC SOLOMON

## OUR JOURNEY

ESTABLISHING A TE TIRITI-LED PRIMARY PREVENTION SYSTEM

2040 - HORIZON  
A SAFE & INCLUSIVE  
2040

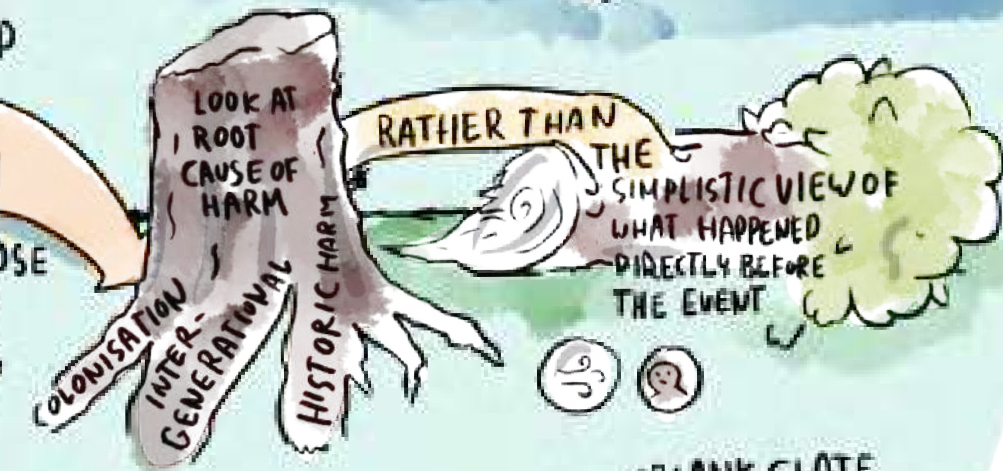
2030

2025

THE LAST 180 YEARS  
HAVE NOT WORKED

RECOGNISED A NEED TO DO  
THINGS DIFFERENTLY

WE HAVE NOTHING TO LOSE  
BY TAKING A DIFFERENT  
APPROACH



BLANK SLATE

A STRATEGIC MANDATE & ORGANISATIONAL CHANGE



BUILDING A TEAM WITH UNIQUE SKILLS

CREATED SPACE TO EXPLORE A NEW APPROACH

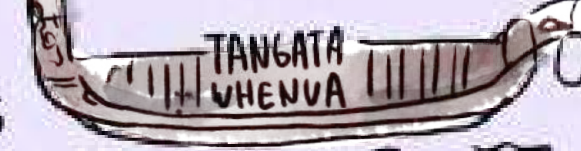


## CHALLENGES

STARTED IN 2020 AT THE BEGINNING OF COVID-19

TRANSITIONING FROM OLD WAYS OF THINKING

RECONCILING DUAL APPROACH



A FUNDAMENTAL CHANGE TO THE WAY WE WORK

WE LEARNT WE HAD TO START WITH OURSELVES FIRST

MOVING FROM DEFICIT FOCUS TO STRENGTHS BASED

HARDER TO MEASURE SUCCESS



AS BOTH SIDES HAVE DIFFERENT WAYS OF SEEING THINGS / VALUES AND BELIEFS

THE MOVE FROM THEORY

TO HOW IT WORKS IN PRACTICE

TAKES TIME

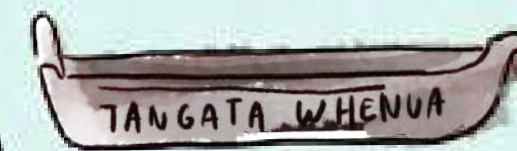
LEARNING APPROACH

WE CAN'T CARRY ON DOING THE SAME THINGS WE HAVE ALWAYS DONE!

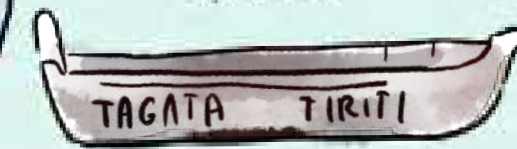
BREAKING THE NORM SHIFTING THE SYSTEM

ENTRENCHED WAYS OF WORKING

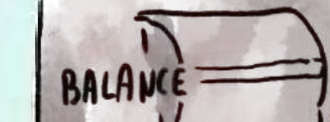
## BUILDING THE WAKA HOURUA MODEL



HULLS



PONO & TIKA



HONESTY, INTEGRITY RESPECT

SHARED SPACE



TOOLS / METHODOLOGIES

OVER TIME WE ARE ADDING MORE THINGS TO THE WAKA

PULLED FROM EXISTING CONCEPTUAL FRAMEWORKS

MADE FIT FOR PURPOSE

## LEARNING MODEL

1 KAWA: VALUES & PRINCIPLES FOR BEING IN RELATIONSHIP  
INTERNAL ACC BUILD & STRENGTHEN EXTERNAL PONO & TIKA

2 CAPABILITIES  
WHAT CAPABILITIES DO WE NEED?  
TOOLS SKILLS RESOURCES

3 WORKING TOGETHER  
WHAT ARE THE MECHANISMS OF CONNECTING, WORKING, LEARNING AND SHARING?

4 NGĀ TOHU  
WHAT ARE THE SIGNS/ INDICATORS THAT GIVE US CONFIDENCE WAKA HOURUA IS BEING EMBEDDED?

## INSIGHTS



1 THE WAKA HOURUA MODEL CREATES A DIFFERENT PERSPECTIVE TO HOW WE WORK



2 THIS CHANGES NOT ONLY WHAT WE ARE DOING BUT HOW WE ARE DOING IT  
QUESTION OUR PRACTICES



3 THE PAPANOHU ENCOURAGES A RESPECT FOR THE VIEWS & OPINIONS OF THE PARTNER  
THIS TAKES TIME & CONTINUES TO EVOLVE



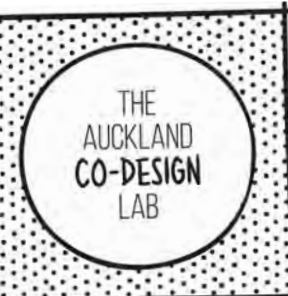
4 WE ARE STILL A CROWN ENTITY  
WAYS OF WORKING ENTRENCHED WAYS OF OPERATING  
RULES & REGULATIONS LEGAL REQUIREMENTS

## WHAT'S NEXT?

REFINE & DEEPEN UNDERSTANDING

BUILD UP EVIDENCE

APPLY MORE BROADLY ACROSS ACC





# HE HUI TAUMATA



START DIFFERENTLY THE JOURNEY IS JUST AS IMPORTANT AS THE END RESULT! (IF NOT MORE SO)



TANIA FAULKNER



DR. DEBBIE GOODWIN

TE TIRITI IMPORTANT KORERO IN IR

ORGANISATION HAS BEEN ON A JOURNEY TO EXPLORE WAYS OF WORKING THAT HONOUR TE TIRITI

DECONSTRUCT & RECONSTRUCT

MĀORI OUTCOMES  
LOOK TO PAST TO GUIDE US IN OUR FUTURE

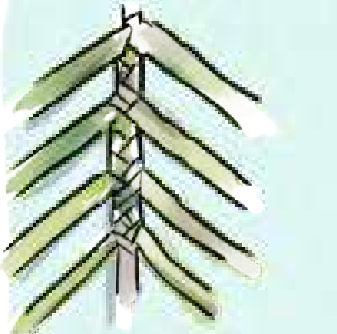


MAKE IT WORK FOR TWO WORLDVIEWS



## PHASE 1

TUITUI TE HONO



BIND CONNECTIONS BETWEEN MAORI AND IR

UNDERSTAND BETTER OUTCOMES FOR MAORI

## EIGHT INSIGHTS

1. OUTCOMES FOR IR AND OTHER GOVT AGENCIES ARE OFTEN ABOUT MEASURABLE RESULTS...
2. OUTCOMES FOR MAORI ARE BROAD AND MULTIFACETED AND THERE IS NO SINGLE DEFINITION
3. OUTCOMES FOR MAORI ARE ABOUT WELLBEING ON A CONTINUOUS AND INTERGENERATIONAL JOURNEY
4. WHANAU ORANGA 3 VITAL CONCEPTS: WHENUA, WHANAU, TANGATA
5. UNDERSTANDING OF MAORI WORLD VIEW IS MISSING
6. TIHO RANGATIRATANGA IS A KEY ASPIRATION
7. DATA COLLECTION IS A FUTURE STEP
8. IT'S ABOUT PARTNERSHIP, NOT OWNERSHIP

## CHALLENGES

BRINGING TE AO MAORI VIEWS TO THE TĒPU

WHĀNAU MAORI WANT TO SEE THEMSELVES REFLECTED IN STRATEGY

- POLICY
- OPERATIONAL SERVICES IN THE ORG

ko te kai a te RANGATIRA HE KORERO

PEOPLE GO DIRECTLY TO SOLUTIONS RATHER THAN SEEKING UNDERSTANDING

GO ON THE JOURNEY

IT TAKE'S TIME (A LOT OF TIME)

RELATIONAL NOT TRANSACTIONAL

AUDIENCE ARE THE STAFF

THEY MAY KNOW VERY LITTLE AND MAY NEED UPSKILLING

TE AO MAORI

SHARE KNOWLEDGE IN A CULTURALLY APPROPRIATE WAY

## WHAT IT TAKES

KEEPING PEOPLE INFORMED INTERNALLY & EXTERNALLY

CONSTANT CHECKING IN & SOCIALIZING WITH ALL

WHĀNAU MAORI COMMISSIONER BUY IN!

HAVING A GREAT STORY TO TELL SO PEOPLE SEE VALUE & INVEST IN IT

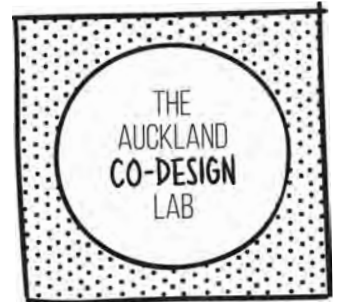
BEING PREPARED TO HEAR SOMETHING DIFFERENT IF YOU WANT TO HEAR THE VOICE OF WHĀNAU MAORI

## PHASE 2 HAEHAE WHAKAREI

ENHANCE

CARVE A DEEPER UNDERSTANDING OF MAORI OUTCOMES

BUILD YOUR MARAE & SURROUND YOURSELF WITH EXPERTS





# HE HUI TAUMATA

## USING HAUTŪ WAKA TO FEEL THE RHYTHM



### TE WHIWHINGA



### TE RAWENGA

COLLECT, REFLECT, CELEBRATE  
ACKNOWLEDGE TOHU

WHERE DO YOU PLACE YOURSELF ON THIS JOURNEY & WHY?



### TE RAPUNGA



### TE WHĀINGA

DIGGING DEEPER  
RESEARCHING  
EXPLORING TOHU



### TE KITENGA

NOTICING & ACKNOWLEDGING TOHU FROM DIFFERENT PERSPECTIVES  
SEARCHING FOR SIGNS OPPORTUNITIES



### PIPI DIVE



→ WHAT DO THE PHASES LOOK LIKE?

→ HOW MIGHT WE USE THESE PHASES AS A PRACTICE METHODOLOGY & MINDSET TO GUIDE US THROUGH COMPLEXITY?

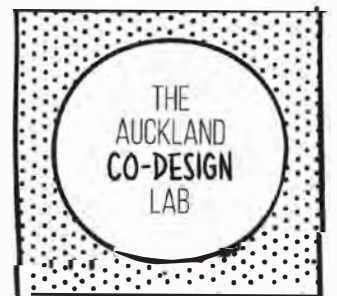
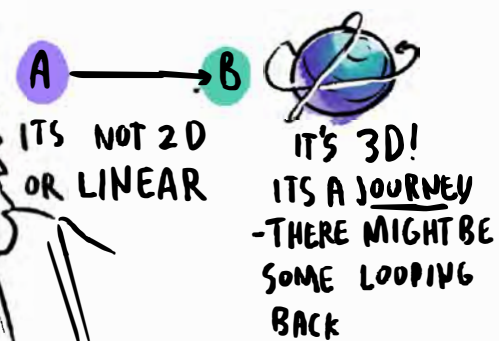
### HAUTŪ WAKA

IT'S NOT SOMETHING WE PLUCKED OUT OF THIN AIR!

IT'S A WAY OF THINKING, PRACTICE & METHODOLOGY THAT HAS A DEEP HISTORY



ROIMATA TANIWHA PAŌ



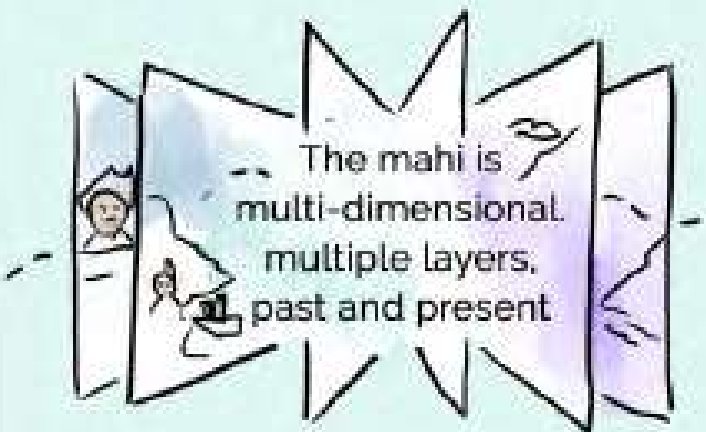


# HE HUI TAUMATA

## STARTING DIFFERENTLY



It's a conceptual reset.  
Starting differently and with intentionality



# SOME OF THE THINGS WE HEARD

## JOURNEYING TOGETHER



We are learning our way into the how, we have the intent, but need more support to operationalise it.



Keen to hear tangible examples - deep dives are useful to understand the practical application



## SEEING NEW TOHU



We know if we get the water / tide right, watch the birds - tohu, then we can get the waka in the water.



## BUILDING ON THE FOUNDATIONS

Holding the mana and reciprocity for Tangata Whenua and Tangata Tiriti on the journey



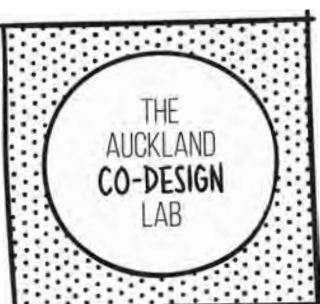
Acknowledging and building from the world views and perspectives of Te Ao Māori and Te Ao Pākehā



Building on this foundation to recognise multiple worldviews and identities within- Tangata Tiriti opening opportunities for everyone in Aotearoa



It works easier if kawanatanga knows its obligations under Te Tiriti





# HE HUI TAUMATA

## WHAT HELPS US NAVIGATE FORWARD?

### TE TIRITI AS FOUNDATION

Te Tiriti gives a solid foundation. The generosity but also continued challenge from tangata whenua

Building relationships with iwi, hapū and whānau living in the communities, give them a voice.

Tino rangatiratanga as provided for by te Tiriti

Māori leadership and accountability mechanisms

Goodwill and determination of individuals, particularly kaimahi Māori.

### SENIOR LEADERS LEANING INTO THE FIRE

Leaders leaning into the fire (tangata tiriti)

Belief, pono to the kaupapa. Right people in the right place Lots of Māori leadership Māori lived voice

Leadership that demonstrates and supports high trust approaches, trusted relationships internally and externally. Relinquishing control (power) and becoming facilitators of conversations rather than maintaining our more traditional positions.

### KŌRERO! LEARNING, FRAMEWORKS & TOOLS THAT HELP TEST OUR COURSE

This collective forum is really helping, seeing our experience reflected back by different people.

Continuing cross-organisational kōrero, sharing tools, resources, whakaaro and kōrero that help us to navigate and bring everyone on this haerenga with us all helps

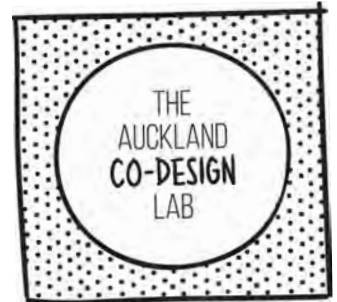
ORG

ORG2

### CREATING & HOLDING THE SPACE, RESOURCES, PEOPLE, TIME, SUPPORT

Making space for this and knowing that we aren't going to get this perfect from the beginning, and even that it will never be perfect, but with all relationships we are there together, learning from each other.

A movement. Maturity. Additional resources. An understanding that the benefits of realising Te Tiriti will be huge. Challenging assumptions. Courage. Establishing our national identity. Trailblazers.





# HE HUI TAUMATA

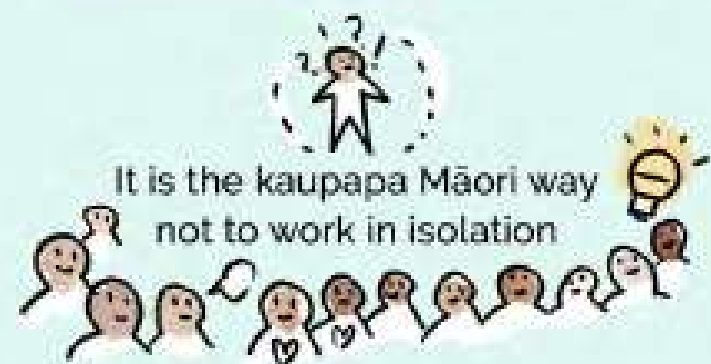
## WHAT HELPS US NAVIGATE FORWARD?

### BUILDING MĀTAURANGA-LED CAPABILITY



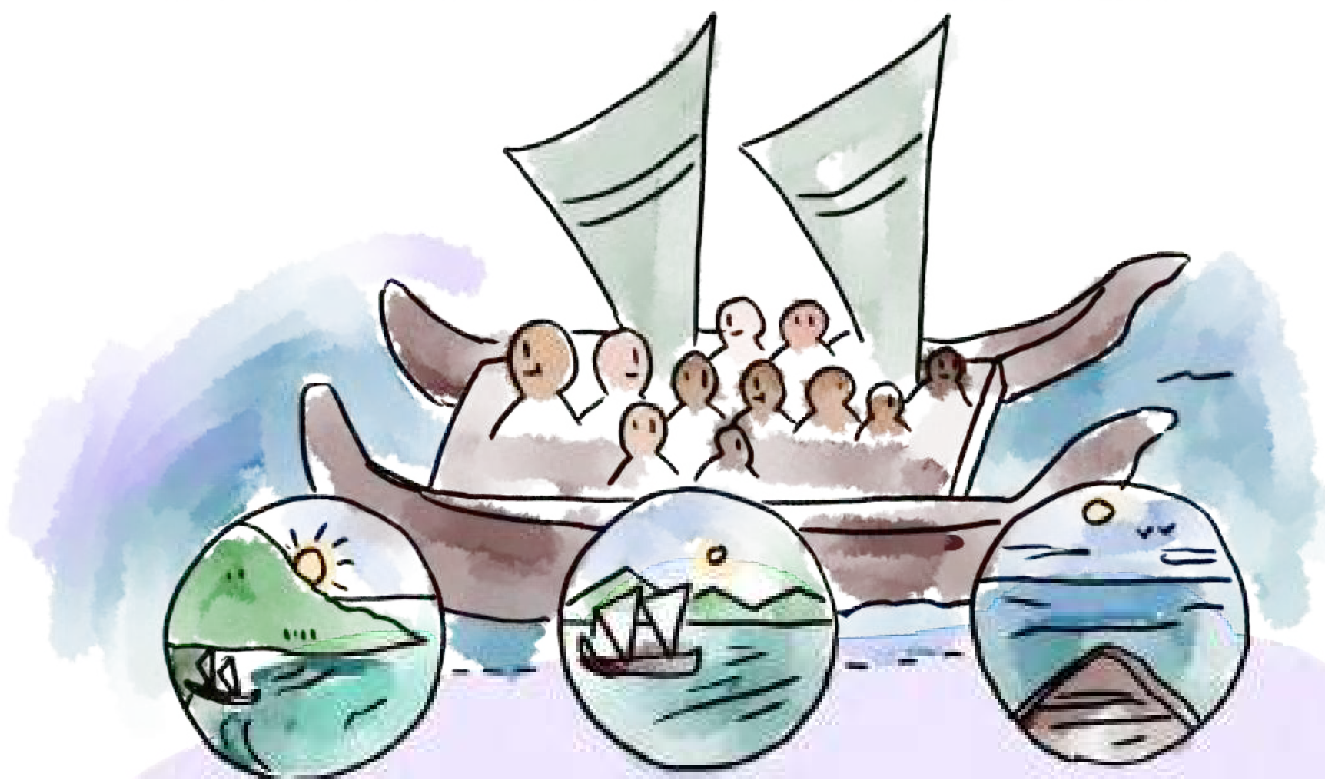
Communication between like minded individuals that lead to a Māori kaupapa support collective courage and consistency in how we navigate this challenging space.

Mataora - Change agents keep showing up Mahia te Mahi keeping focus on leaving behind a better place for our mokopuna so they don't have the same experiences that we had in terms of systemic racism and systemic racist systems.



It is the kaupapa Māori way not to work in isolation

### RECOGNISING WE ARE AT DIFFERENT PLACES IN OUR HAERENGA



The tide is changing for Māori away from deficit to vitality, to reclaiming mātauranga as a basis for our wellbeing, from being Māori to being bicultural and bilingual citizens. Agencies (tangata tiriti) need to be able to enable and support rather than be a barrier.

Having permission to be on the voyage and being able to clearly place ourselves on the Hautū Waka has been really helpful. Knowing I am at the beginning of another voyage, recognising those who need to be on the waka, the skill and knowledge they hold and there are sometimes challenges at te rapunga and te kitenga.

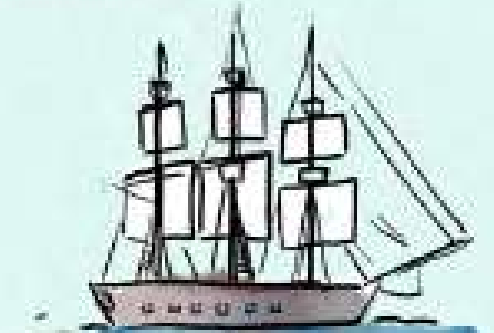


### BRAVERY & WILLINGNESS TO LISTEN, REALLY HEAR & ACT

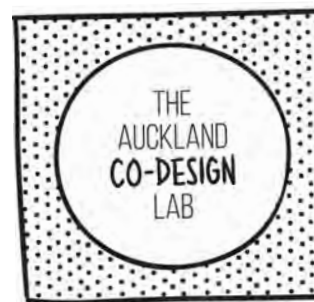


Recognising growth is uncomfortable and uncertain and feels unnerving and scary, for our teams and our stakeholders.

Whakarongo + kōrero. We have to listen to ngā iwi Māori about what is the best approach. REALLY listen to hear which can inform practice!

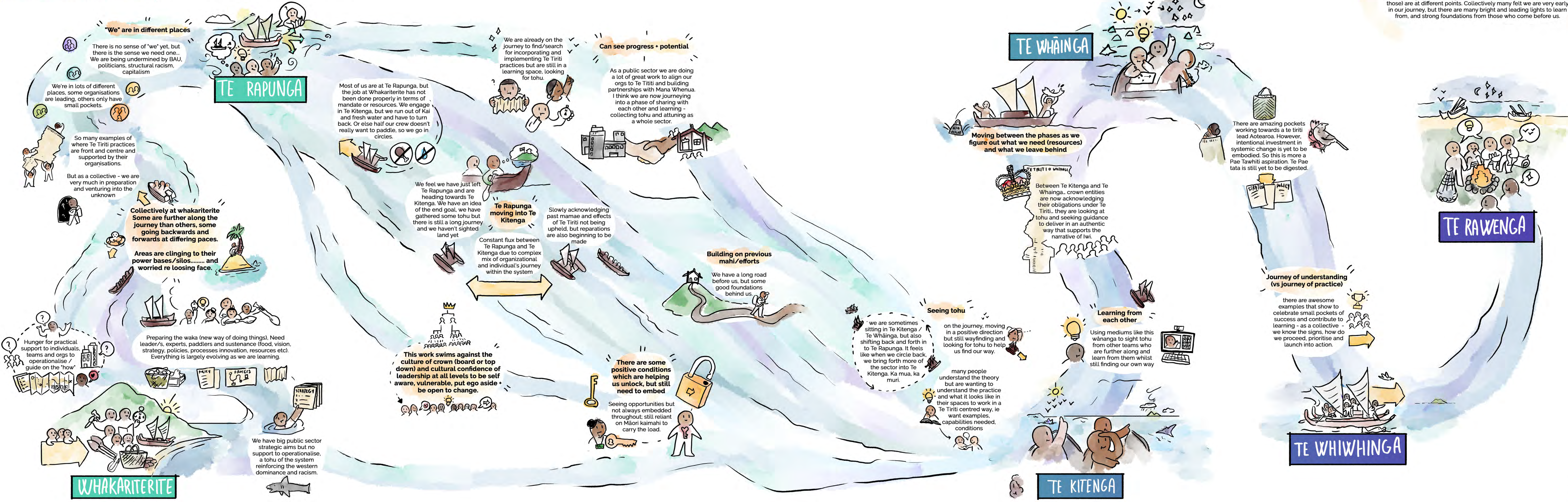


Learning the true impact of colonisation and understanding how the inequities have occurred. Education and learning will be vital going forward.





# HE HUI TAUMATA OUR COLLECTIVE JOURNEY



Where are we collectively now? What tohu is emerging?

Different agencies and organisations (and even different parts within those) are at different points. Collectively many felt we are very early in our journey, but there are many bright and leading lights to learn from, and strong foundations from those who come before us.