Navigating change in Te Ao Hurihuri Ever-changing world



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Pursuing change through the **Co-design Journey** From koha... to hōhā... to koha



Confronting change Challenging status quo Fight / Flight / Freeze / Face

1. FIGHT

RESPONSE: Attack, confront EMOTION: Anger, irritable OUTCOME: Insult, offence

engage

4. FACE

RESPONSE: Challenge EMOTION: Calm, grounded OUTCOME: Respect & Resolution



2. FLIGHT

RESPONSE: Run, Quit, Avoid EMOTION: Anxious, denial, fear OUTCOME: Evasion, Escape





3. FREEZE

→ attract

RESPONSE: Stop, comply, surrender EMOTION: Empty, mute, incapable OUTCOME: Complacency, Inertia

disengage

Navigating turbulence & conflict A tikanga based approach

Hohou te rongo To create peace WHARE WĀNANGA A house of shared learning. Māramatanga.

TIKANGA A space guided by protocols of interaction, relationship building, behaviour and decision making.

ĀTEA Guiding Principles NAU MAI Embraced with open arms.

RONGO

God of peace

& cultivation

KORURU / KAITIAKI Convenor / host / ancestor, keeps watch over the space.

> **TŪMATAUENGA** God of war

TIAKI & MANAAKI A space where we hold a duty of respect, care, hospitality, reciprocity and protection for all who enter.

RANG

ĀTEA

A space of pono & aroha, of, encounter, exchange, declaration of intent, challenge, conflict, stating of purpose and forging of connections.

PAPA

PĀTAI *QUESTIONS*

1. What are strategies that you use to navigate change?

- 2. What are the points of stability, safety, continuity that serve you and your mahi?
- 3. How do you identify and involve points of influence that are part of your change ecosystem?