



Report Title:	Te Ara ki Matangireia Māori Emerging Leaders Programme		
Report No:	2024-0074		
Date:	11 March 2024		
To:	Hon Tama Potaka, Minister for Māori Development		
Action Sought:	Agree to the recommendations provided	Due Date	18 March 2024
Cc:	Hon Nicola Willis, Minister for the Public Service		
Action Sought:	Note	Due Date	18 March 2024
Contact Person:	Cat Bristol, Manager, Leadership Development Programmes – Leadership Development Centre		
Contact No:	9(2)(a) privacy		
Encl:	No	Priority:	Low
Security Level:	IN CONFIDENCE		

Executive Summary

1. Te Kawa Mataaho Public Service Commission (the Commission) along with our provider Tukaha Global Consultancy is running the third cohort for Te Ara ki Matangireia, a programme for Māori emerging leaders across the Public Service. This programme supports early in career Māori public servants with the skills to step into future leadership roles.
2. We wish to invite you, or one of your Māori MP colleagues, to host a conversation with the Māori Emerging Leaders Programme participants as part of a visit to Parliament on Thursday 4 April 2024 between 3.00pm-4.00pm. This would involve you giving a 30–40 minute speech on your experience as a Māori MP followed by a question and answer session. We can provide further event details as required.

Recommended Action

We recommend that you:

- a **agree** to attend and host a conversation with the Māori Emerging Leaders Programme participants on Thursday 4 April 2024 between 3.00pm-4.00pm in Matangireia the Māori Affairs Select Committee room

Agree/disagree

- b if unavailable, **agree** to invite one of your Māori MP colleagues to attend and host the conversation with Māori Emerging Leaders Programme participants on Thursday 4 April 2024 in Matangireia the Māori Affairs Select Committee room

Agree/disagree

IN CONFIDENCE

c **agree** that the Commission release this briefing in full once it has been considered by you
Agree/disagree

Hon Tama Potaka
Minister for Māori Development

IN CONFIDENCE

Te Ara ki Matangireia | Māori Emerging Leaders Programme

Purpose of Report

3. This report provides an update on Te Ara ki Matangireia | Māori Emerging Leaders Programme and invites you to host a conversation with the programme participants to share your insight and experience as a Māori MP.

Analysis:

4. Launched in 2022, Te Ara ki Matangireia | Māori Emerging Leaders Programme has been designed for Māori public servants early in career (two-five years' experience), to grow a network of Māori public servants with the skills and confidence to step into leadership roles in the future. We worked with an external provider, Tukaha Global Consultancy, to build a programme that is underpinned by te ao Māori principles, tikanga Māori and te reo Māori me ōna tikanga. It includes a strong tuakana-teina (older sibling – younger sibling) mentoring component, where participants are paired with senior leaders from across the Public Service system to share experiences and learn from each other. While the Commission co-ordinates the programme, each agency nominates and pays for their staff to participate.
5. The programme was developed after feedback from the Public Service Association and others during consultation on the public service reforms that we needed a dedicated programme to develop Māori leadership talent and capability in the Public Service.
6. Thirty-five Māori public servants from across 18 agencies will take part in this year-long programme which includes a series of four three-day wānanga, held in Wellington, Rotorua, Arahura – West Coast South Island and Te Araroa – East Coast North Island.
7. The third intake commences with wānanga one on 3-5 April 2024 in Wellington.
8. Wānanga one focuses on the history of the Public Service, the contribution and influence of Māori public servants, and key events that have shaped the Public Service in Aotearoa New Zealand. Part of this will include a session to visit Matangireia, the Māori Affairs Select Committee room.
9. The session will run from 2.00pm to 4.15pm. For the first hour we have arranged for a cultural advisor to speak to the participants about the history of the room and share local knowledge.
10. For the second hour there is an opportunity for yourself, or one of your Māori MP colleagues, to host a conversation with the participants to share your experience as a Māori MP, what got you to where you are and what would you like your legacy to be. This would be a relatively informal, one-hour session between 3.00pm and 4.00pm, with speaking time to be 30-40 minutes, followed by time for questions from the group.
11. Unfortunately, there is no ability to change the dates due to co-ordination of travel for participants from across the country and availability of Massey Marae for the duration of wānanga.
12. The programme draws on a learning concept of te ao Māori, ako, the collective knowledge and experience from the group. In ako everyone has a valuable contribution to make. The session will be an opportunity for the participants and yourself, or your colleague, to join and talk about different leadership experiences, how this shows up in your work and how you navigate this.

13. This programme is in year three of a three-year contract. 9(2)(f)(iv) confidentiality of advice