



Te Ara ki Matangireia - Māori Emerging Leaders Programme

Date:	31 March 2023		
To:	Hon Andrew Little, Minister for the Public Service		
Action Sought:	Invite Māori MP to event	Due Date	6 April 2023
Report No:	2023-0100		
Contact:	Sandra Preston, Associate Deputy Commissioner; Leadership, Diversity and Inclusion; 9(2)(a) privacy		
Encl:	Yes (event brief)	Priority:	Medium
Security Level:	IN CONFIDENCE		

Executive Summary

1. Te Kawa Mataaho Public Service Commission along with our provider Tukaha Global Consultancy is running the second 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 are seeking your support to extend an invite for one of your Māori MP colleagues to host a conversation as part of visit to the Matangieria, the Māori Affairs Select committee room from 11.00am-12.00noon on Friday 14 April 2023. This 30-40 minute speech would mainly focus on their experience as a Māori MP. Event details accompany this briefing document.

Recommended Action

We recommend that you:

- a **agree** to invite one of your Māori MP colleagues to attend and host a conversation with the Māori Emerging Leaders programme participants on Friday 14 April between 11.00am and 12.00noon in Matangireia the Māori Affairs Select Committee room.

Agree/ disagree.

Hon Andrew Little
Minister for the Public Service

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 seeks support from you to send an invite to one of your Māori MP colleagues for an opportunity to attend and speak at the session in the Matangireia Māori Affairs Select Committee room.

Analysis:

4. Launched last year, Te Ara ki Matangireia - Māori Emerging Leaders programme has been designed for Māori public servants early in career (2-5 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 PSA 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. 32 Māori public servants from across 17 agencies will take part in this year-long programme which includes a series of four 3-day wānanga – held in Te Araroa - East Coast, Rotorua, Arahura – West Coast and Wellington.
7. The second intake commences with a wānanga one on 13-15 April 2023. Recent weather events mean that we have swapped the location and focus of wānanga one and four from Te Araroa to 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 the Matangieria, the Māori Affairs Select Committee room.
9. The session will run from 10.00am to 12.00 noon. 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 a Māori MP to join the session, to host a conversation with the participants to share their experience as a Māori MP, what got them to where they are and what is their legacy. This would be a relatively informal, one-hour session between 11.00am and 12.00 noon with speaking time to be 30-40 minutes, followed by time for questions from the group.
11. We are aware that this is during recess and that may limit who is available. Unfortunately, there is no flexibility to change the dates due to coordination of travel for participants from across the country and availability of Massey Marae for the duration of the wānanga.
12. The programme draws on the te ao Māori learning concept of ako; the collective knowledge and experience from the group. In ako everyone has valuable contribution to make. The session will be an opportunity for the participants and the Māori MP to join and talk about different leadership experiences, how this shows up in their work, and how they navigate this.

Next Steps

13. Minister agrees to share the request and invite to his Māori MP colleagues to invite one of them to attend at speak at the event. Specific event details are attached to this brief.