

The background features a stylized illustration of a tree with grey branches and light green leaves. A large, glowing sun with a gradient from yellow to orange is positioned behind the tree's canopy. The overall color palette is soft and natural, with a light yellow background.

NURTURING TEAM CULTURE

Whakatauāki

Ko te manaakitanga te hā ora o te tikanga

‘Manaakitanga is the air that tikanga breathes’

Nā ngā kuia o te whare o Turongo

KIA TAUTOKO I TE TIMA WHĀNUI

Support for the wider team

Te Whakatupu Kohinga Māori

(ā-Taonga, ā-Kōrero hoki)

Tiaki Taonga Māori

Care of our taonga

Kōrero

Narratives & perspectives

Mana / Tapu / Noa

Provenance

Te Kanohi

Māori Representation
(Faces & Kaupapa)

TE PUNA WHĀNGAI

Kaupapa Māori framework

Ngā Tikanga

Processes, policies, systems, training, support documents

Te Manaaki ā Roto

Inwards care of our people, empowerment, and training

Te Kitenga

How MOTAT is seen externally

Whanaungatanga

Relationships, how we work together, warm welcome

TE PUNA

Kia whāngai i te kāhui o MOTAT
To nurture the MOTAT Team

Te Pūaha

Māori accessibility

WHĀNGAI

Tono / Request

Whakahono

To connect

Kōrero / Hononga

Connections established through kōrero

Au Mai / Au Atu

Ongoing and sustainable partnership

Build Understanding

- Manaakitanga
- Survey your team; engagement and wellbeing
- Listen to and be led by the team
- Respond to what you hear, make improvements and repeat
- Value the time spent building relationships
- Embrace individual differences
- Support the whole person

Embrace Courageous Conversations

- Shared kaupapa
- Courageous conversations / encourage the discussion
 - Conversation starters:
 - In the interest of building a shared understanding ...
 - To bring us all back to kaupapa ...
 - Acknowledging that we can't change what has happened...
- People don't operate in isolation
- On the periphery – redirect unproductive conversations
- Don't be afraid to challenge when someone speaks in **absolute** terminology

It takes time!

- Learn from your successes and failures
- Acknowledge that building confidence and trust takes time
- Repetition, repetition, repetition
- Most importantly... keep going!

Useful Wellbeing Links

Build Understanding

- Culture Amp (cultureamp.com)
- Groov by Mentemia (groovnow.com)
- Five Ways to Wellbeing (mentalhealth.org.nz/five-ways-to-wellbeing)
- Tetramap (tetramap.com)
- Bell (belltea.co.nz) – Don't underestimate the value of a cup of tea and kōrero

Encourage Courageous Conversations

- Mental Health First Response | CoLiberate (coliberate.co.nz/mental-health-first-response)
- Te Whare Tapa Whā (mentalhealth.org.nz/te-whare-tapa-wha)
- Mental Health Foundation (mentalhealth.org.nz/workplaces)

Feel free to reach out to find out more about our successes and failures. We are always happy to share our learnings and learn from others: emma.crozier@motat.org.nz