

# LEADING FROM THE FRONT ROW

*The good, the bad and the ugly*

Farah Rangikoepa Palmer  
*Ngati Maniapoto, Waikato*

# The process of becoming

“No leader sets out to be a leader. People set out to live their lives, expressing themselves fully. When that expression is of value, they become leaders. So the point is not to become a leader. The point is to become yourself, to use yourself completely – all your skills, gifts and energies – in order to make your vision manifest. You must withhold nothing. You must, in sum, become the person you started out to be, and to enjoy the process of becoming.”

Warren Bennis

# Becoming a Rugbyhead Academic



# TAKE THAT SPACE!

**Sidestep obstacles - play to your strengths**





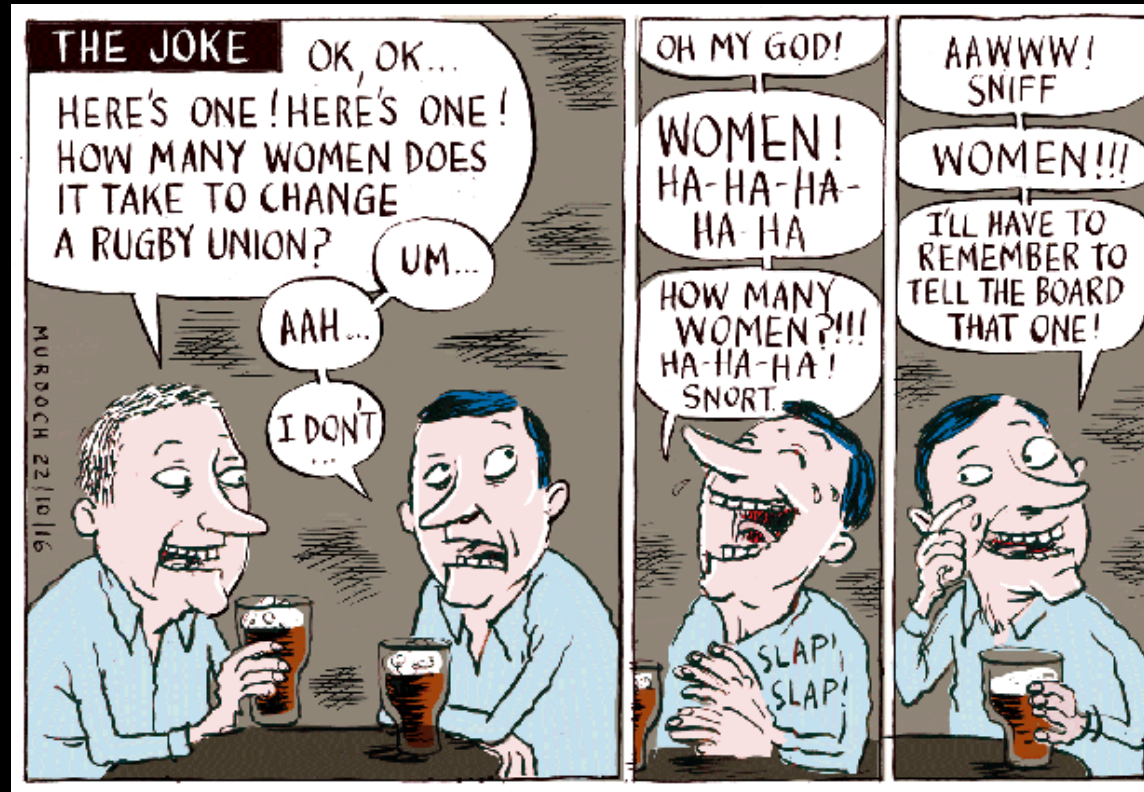
# Whāia te iti kahurangi ki te tūohu koe, me he maunga teitei



**Pursue excellence –  
should you stumble, let  
it be to a lofty  
mountain**



# GET IN THE STARTING 15



Minorities may be endorsed as leaders in times of organisational identity uncertainty or threat

# DROWN OUT THE HECKLERS



# NAVIGATE BY YOUR VALUES

Get the job done

Determination

Fairness - equity

Resilience

Kindness

Optimism

Poutamatanga/Achievement

Responsibility/Duty

Collaboration

Respect

Taumatatanga/Excellence





# FIND YOUR 'TIGHT 5'



**Allies, Networks, Kaupapa Whānau**

Ehara taku toa I te toa takitahi; Engari, he toa takatini



Kotahitanga – Whanaungatanga - Manaakitanga

# RUCKS HAPPEN



**Be resilient & learn**



# PASS IT BACK



**Use your 'privilege' to give others agency to find their own path**





# KICK IT FORWARD



How do we impact structure and systems to create organisational change?

# Is transformation possible as a **TEMPERED RADICAL?**

Disruptive Self-  
expression

Creatively open  
to opportunity



Verbal Ju Jitsu

Strategic  
alliance  
building



# THE ART OF THE ROLLING MAUL



Kia kaha, kia māia, kia manawanui







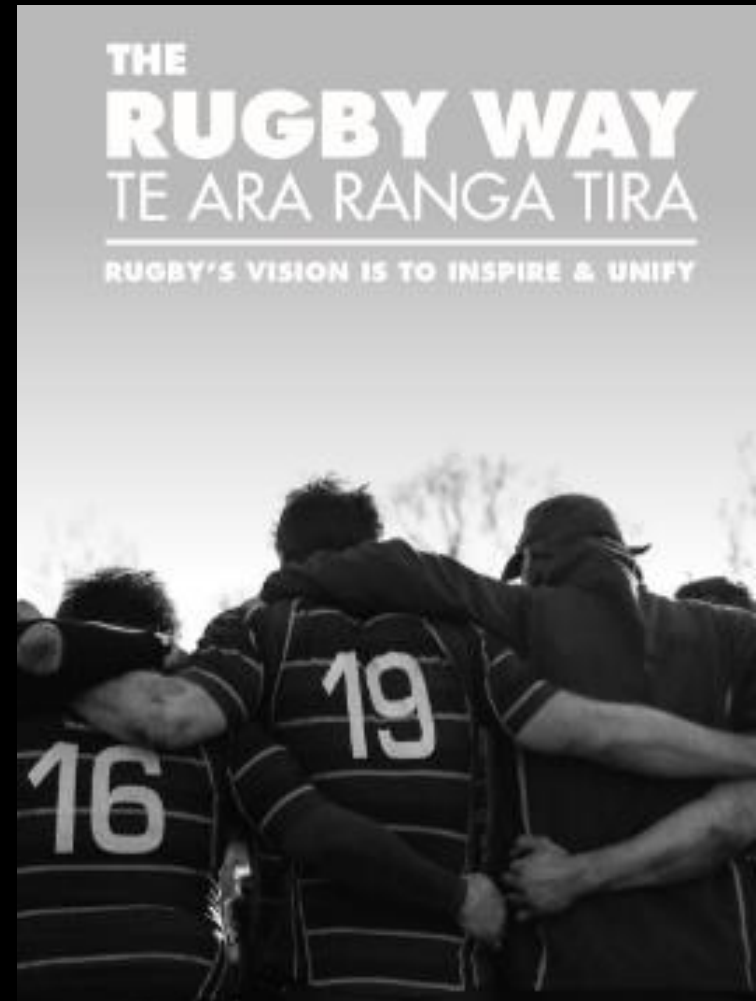


# ARE WE GETTING OVER THE ADVANTAGE LINE?



# THE RUGBY WAY - TE ARA RANGA TIRA

- *Te Pou Maioha*  
— Be Welcoming
- *Te Pou Ihiihi*  
— Be Passionate
- *Te Pou Hiranga*  
— Be Our Best
- *Te Pou Tika*  
— Play Fair





# WOMEN AND GIRLS

IN SPORTS AND ACTIVE RECREATION  
GOVERNMENT STRATEGY  
OCTOBER 2016

SPORT NZ  
www.sportnz.govt.nz  
www.govt.nz/government



## Te Pākē o Ihi Aotearoa Sport NZ Ihi Aotearoa Māori Outcomes Framework

Tangata Whenua are enabled to participate and succeed as Tangata Whenua

Ngā Mātāpono o Ihi Aotearoa



**Kia Pono ki te kaupapa**  
Be authentic to the purpose



**Kia Tika te mahi**  
Act with integrity



**Me Aroha ki te tangata**  
Respect for others

Te Whakamana  
I Te Tiriti

**Mana Ōrite**

Authentic partnerships equality mutual outcomes

**Mana Māori**

Active protection of te reo, tikanga, taonga and mātauranga Māori

**Mana Taurite**

Māori-led, equitable and accessible pathways.

**Individuals**  
Culturally competent and responsive

**Tū Te Ihi**

**Organisation**  
Te Tiriti-led bicultural systems and processes

**Tū Te Wehi**

**Sector**  
Culturally competent and responsive

**Tū Te Wana**

Tino Rangatira  
Cultural Vitality

Mauri Tū

Mauri Ora

**Te Ihi**

Tino Ūkaipō  
Cultural Identity

**Te Wehi**

Tino Whanaunga  
Cultural Connection

**Te Wana**

# MASSEY - ASPIRING TO BECOME TIRITI-LED



# Māori Rugby Strategy 2022-2025

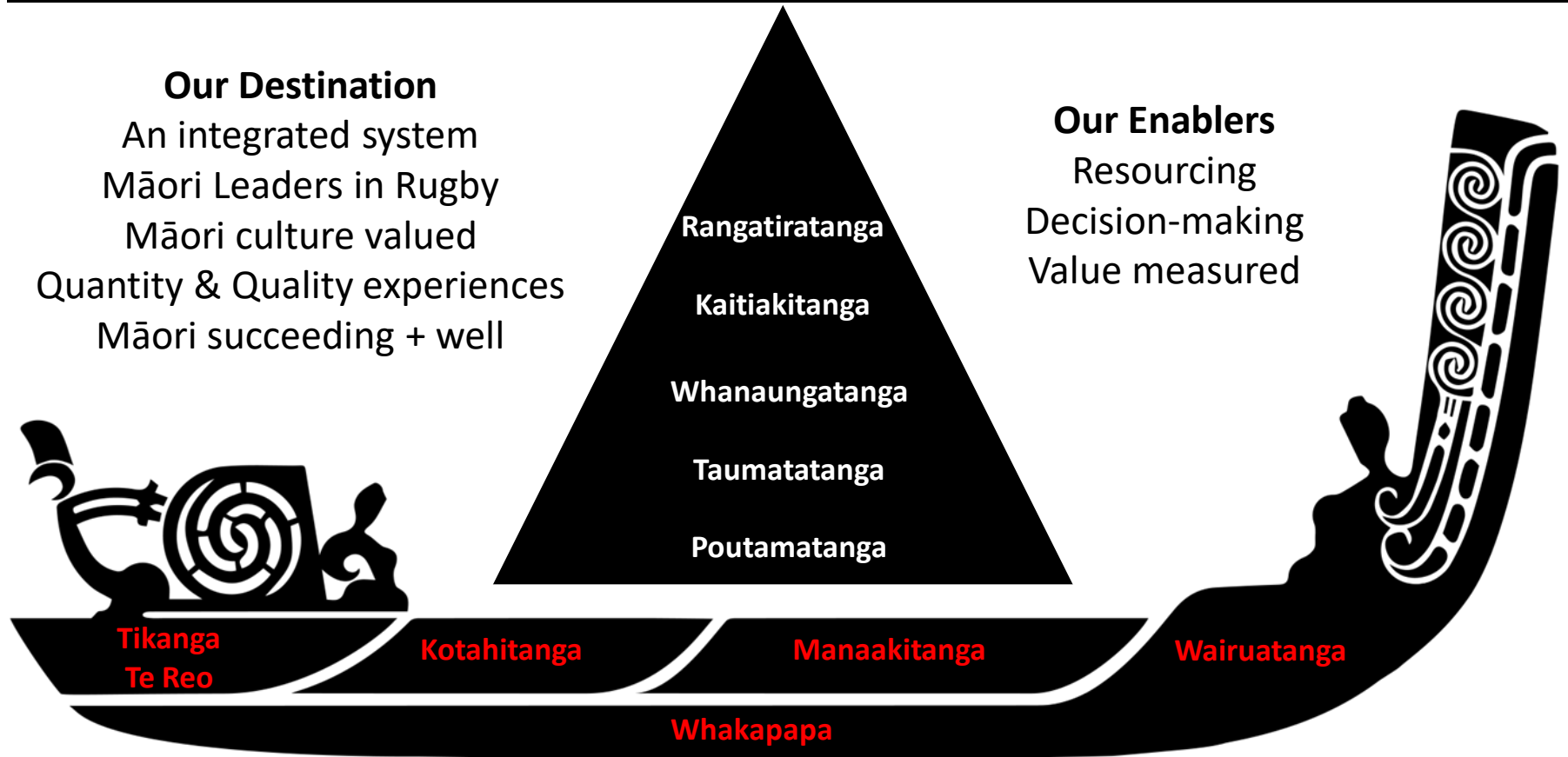
**Re-imagine rugby to ensure +ve outcomes for Māori**

## Our Destination

An integrated system  
Māori Leaders in Rugby  
Māori culture valued  
Quantity & Quality experiences  
Māori succeeding + well

## Our Enablers

Resourcing  
Decision-making  
Value measured



- Pursue excellence
- Take that space
- Get in the starting 15
- Drown out the critics
- Rucks happen
- Be resilient & learn
- Navigate by your values
- Find your 'tight 5'
- Pass it back
- Kick it forward
- Maul it
- Enjoy the process of becoming





