

# Ka Pū te Ruha, Ka Hao te Rangatahi

*Supporting Rangatahi Māori to  
Change the World!*



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Kaihautū / Director  
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Do the best you  
can until you  
know better.  
Then when you  
know better, do  
better.

Maya Angelou

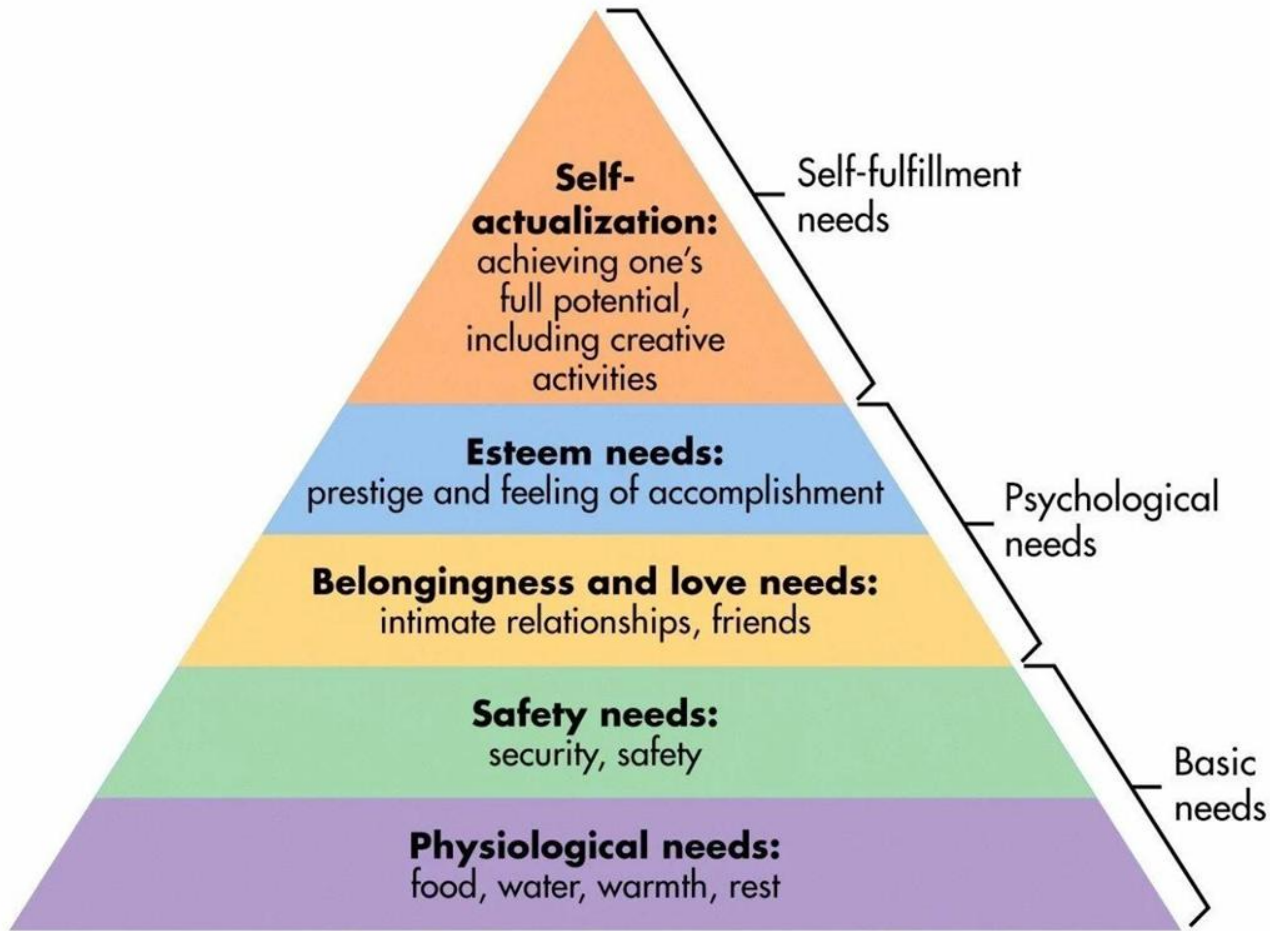


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Colonisation, the root cause. Ripples, the trauma





Working within colonial structures, systems, processes. Western ideals of success.

Forced from tribal, communal living. Education pathways limited, job prospects limited.

Land Confiscation: loss of kai & water sources, home, security.

# Maslow's Hierarchy of Needs



Trauma  Resilience



*Weponised to Colonise*

*Engaged to reindigenise*

**Flip the script!**

**"Māori need to have a cultural identity that reflects our spiritual place in the world. To be well, Māori require knowledge of their culture, their identity, and their heritage. Only then can one understand their place in the world. "**





# Tangata Māori: Hierarchy of Needs



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# Ko wai a Janelle Aroha Riki-Waaka?

**WHERE am I?** Cultural location - maunga, awa, marae, tūrangawaewae

**HOW am I?** Cultural wellbeing - connection to my language, culture & identity

**WHO am I?** Whakapapa - eldest daughter, sister, Mother. Iwi affiliations. Who I serve?

**WHEN am I?** Being a good descendant and ancestor. Legacy story. My time in our narrative.





# Reindigenise me



01

## Te reo Māori

Integration of reo Māori into everyday kōrero and teaching and learning programmes.

02

## Tikanga ā-iwi

Knowing and observing tikanga and the kawa of Mana Whenua.

03

## Mātauranga

Integrating mātauranga into everyday learning opportunities - learning in and about my culture.

04


## Whakapapa

Strengthening my identity and knowledge of my tūpuna and tūrangawaewae.

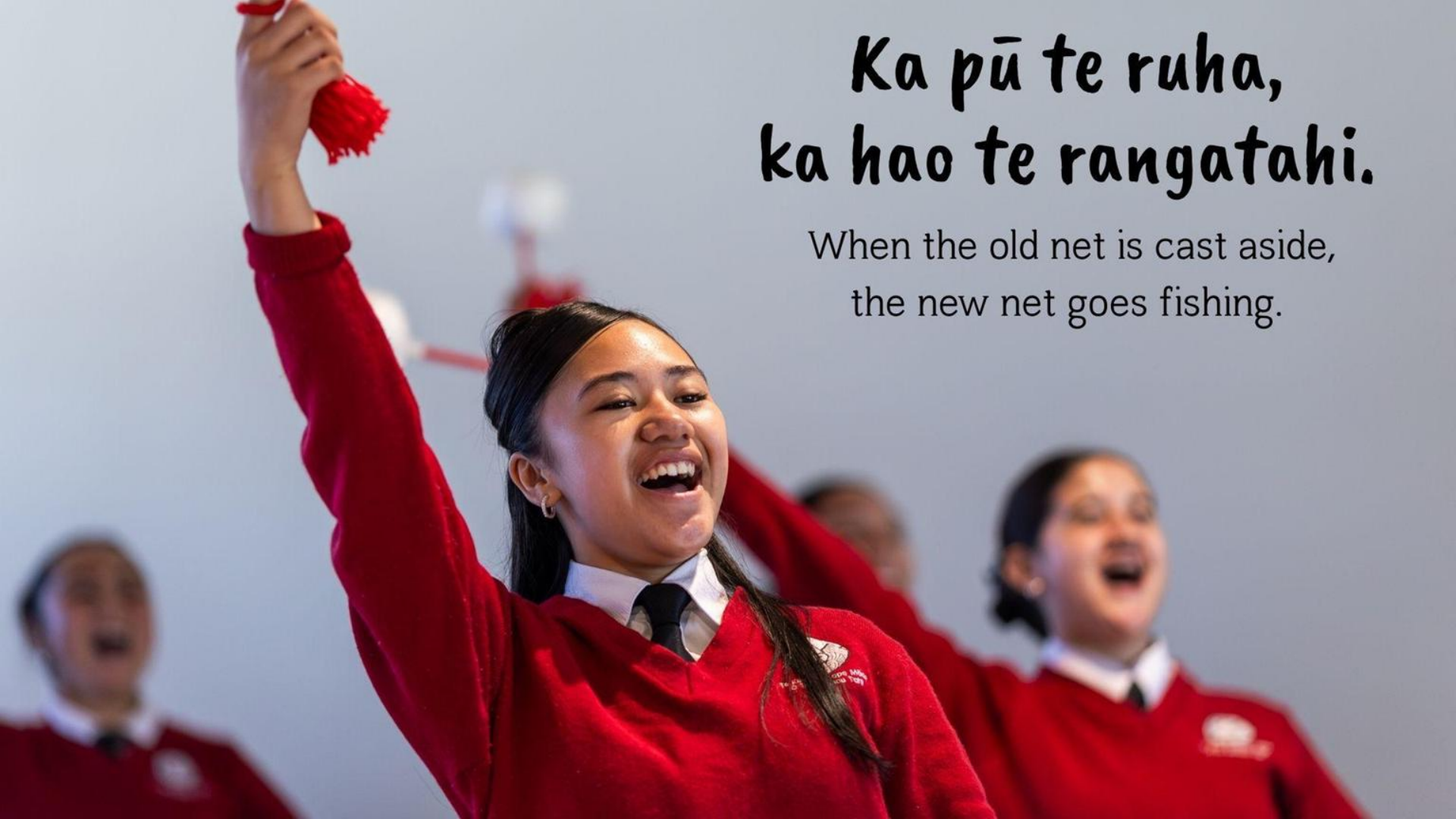
05

## Taiao

Strengthening my understanding and spiritual connection with our Taiao.

Janelle Riki-Waaka	Year 40 something...	Pia Novice	Mōhio To know	Mārama To understand	Matatau To be proficient
	Whakapapa				
	Connection to, knowledge of, sense of identity and belonging etc.				
	Te Reo Māori				
	Knowledge, proficiency, confidence, pronunciation etc.				
	Tikanga Māori				
	Knowledge, understanding, ability to follow and adhere to, ability to support learning of others etc.				
	Mātauranga Māori				
	Knowledge, ability to make connections with own life, mātauranga-a-iwi, a-whānau etc.				
	Wairua				
	Connection to Māori spirituality, strength in wairuatanga, Atua Māori etc.				
Tai Ao					
Tainui Awhiro, Ngāti Haviti	My connection, interactions & understanding of our Tai Ao. My kaitiaki practices.				

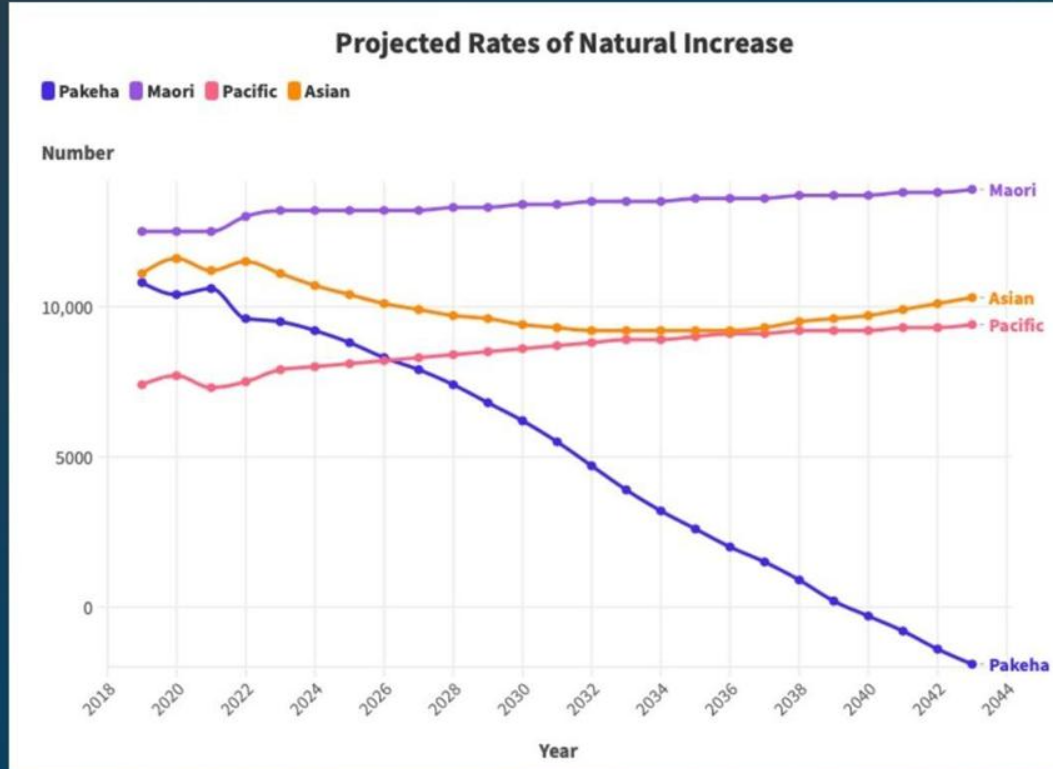
## Janelle's Reindiginising Success Story



**Ka pū te ruha,  
ka hao te rangatahi.**

When the old net is cast aside,  
the new net goes fishing.

# THE FUTURE WORKFORCE is brown



*Aotearoa's greatest  
'economic  
resource' is the  
next  
GENERATION*



# THE GROWTH OF Te Ōhanga Māori

*Māori businesses and collectives are driving this growth!*

## Māori Economy Growth

**2018**

**\$17 billion**

6.5% of NZ's GDP

**2023**

**\$32 billion**

8.9% of NZ's GDP



## Māori Asset Base Growth

**2018**

**\$69 billion**

**2023**

**\$126 billion**

+ 83%



# IN OUR WORKFORCE: Kaimahi Māori

**High skilled jobs**



**Māori Employers**

**+31%**

**Self employed Māori**

**+49%**

**Māori households who  
own their whare**

**52%**



By 2050, Māori &  
Pacifica will make up  
50% of the working  
age population



All ākonga Māori will now have been educated in kura that embodied:  
tikanga Māori, karakia, reo, mihi, waiata; and in environments that  
reflected te Ao Māori in physical spaces.



TE REO RANGATIRA

TAONGA TUKU IHO

TŌKU OHOOHO

MAPIHI MAUREA

# AKE AKE AKE

## A FOREVER LANGUAGE

KIA KAHA TE REO MĀORI

1905

95%



1985

5%



2023

18.6%

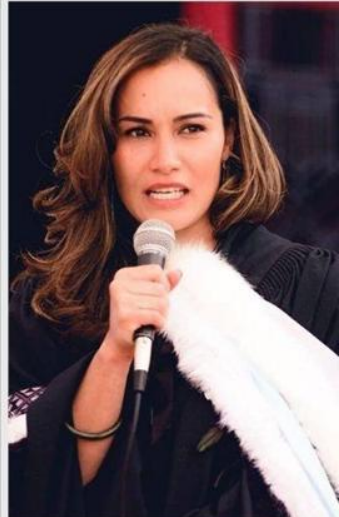
# FUTURE MAORI LEADERS

TKKM o te kura Whakapūmau: Wharekura 2025



*These ākonga are confident, discerning & innovative. They'll choose a workplace where they feel a sense of belonging, and where their whakapapa and mātauranga are seen as their superpower.*







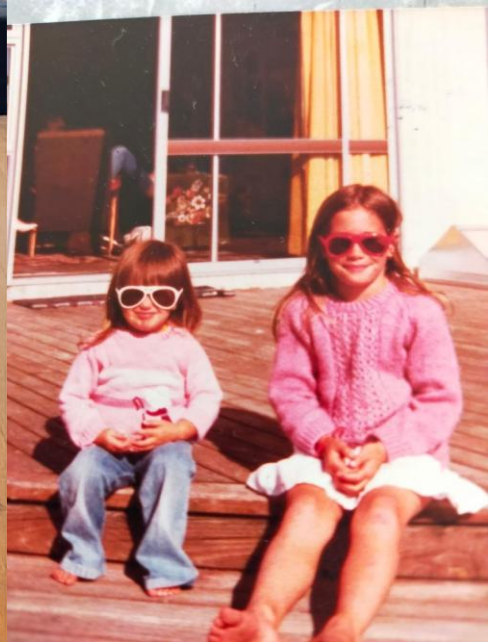
# Dual world *fluency*

"I know what you know, I walk in  
your world everyday."

"I speak English because it's the  
only language YOU know."

TKKM o te Whānau Tahī 2024





## Ambicultural Identity

Belonging to multiple cultures.

*I can walk confidently in  
a Pākehā world, **and** in a  
Māori world.*

# Ambicultural Leadership

*The ability to blend and balance different cultural values, practices, and ways of thinking in leadership.*

## Ambicultural leaders...

- ➔ *integrate the best aspects of multiple cultures to create something more inclusive and responsive to the cultural needs of others.*
- ➔ *move fluently between worlds – understanding, respecting, and actively weaving together different cultural traditions, beliefs, and leadership models.*



# Key Characteristics of Ambicultural Leaders

- **Cultural Agility:** They can operate effectively across multiple cultural contexts without losing their authenticity.
- **Integration, Not Assimilation:** They don't try to 'blend' cultures into one, but instead weave them together, maintaining the mana and integrity of each.
- **Respect for Difference:** They see differences as superpowers and unique gifts handed down and inherited from ancestors.
- **Strong Identity:** They have a secure sense of their own cultural identity, which enables them to appreciate and honour others without feeling threatened.
- **Relational Leadership:** They prioritise relationships, trust, and shared understanding – especially important in indigenous and community-focused contexts.

# THE GLASS CEILING OF LEADERSHIP





Leaders who are  
Māori

Māori Leaders



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# Māori leaders think and act

## Collectively

Māori leaders prioritise the needs and aspirations of the collective—our hapū, our people, and our communities. Leadership is rooted in service, ensuring decisions and actions are aligned with the collective good and contribute to the mana of all.

## Generationally

Māori leaders make mokopuna-led decisions, planning for success that spans generations. This involves understanding our leadership as part of a much longer legacy, honouring those who came before us and creating pathways for emerging Māori leaders. By thinking generationally, leaders uphold the responsibility of building a future where our mokopuna can thrive.



Intergenerational transmission of...

**Mātauranga**

**Manawaroa**

**Aroha**

**Kotahitanga**

**Māia**





## OUR CALL TO ACTION

# Kua Takoto te Mānuka!

*Māori talent will be confident, discerning & innovative. How is your kura fostering their leadership skills AS Māori?*

- ➔ Honour our commitment to Tiriti o Waitangi
- ➔ Strengthen the cultural capability of kaiako
- ➔ Support the indigenisation of ākonga Māori
- ➔ Ensure your kura is somewhere Māori can thrive, and are culturally safe





## Colonisation:

the historical process by which the British took control of Māori land, resources, and governance, imposing their own systems, language, and culture. It involved displacing Māori ways of life and establishing European dominance, leading to long-lasting effects on Māori communities, including loss of land, marginalisation, and systemic inequality.

## Decolonisation:

the effort to undo or address the harmful legacies of colonisation. It involves restoring Māori rights to land, culture, and rangatiratanga. This includes recognising the mana motuhake guaranteed in te Tiriti o Waitangi, protecting te reo Māori, and embedding Māori values into governance. Decolonisation aims to correct historical wrongs and achieve justice and equity for Māori.

## Recolonisation:

actions or policies that reinforce or recreate colonial power structures. Intentionally undermining or reversing Māori autonomy in order to reassert control by the dominant race. Demeaning efforts to redress colonial injustices and return to unequal power dynamics.



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**DECOLONISATION**

*For Non-Māori to lead*

**REINDIGENISATION**

*For Māori to lead*

**EQUITY FOR ALL**

Nā tātou te whāinga



# BEING AN **Ally / Haumi**

An ally is someone who uses their voice, influence and privilege to stand with marginalised groups and create a more equitable world.

Being an ally is a **VERB**, not a noun.

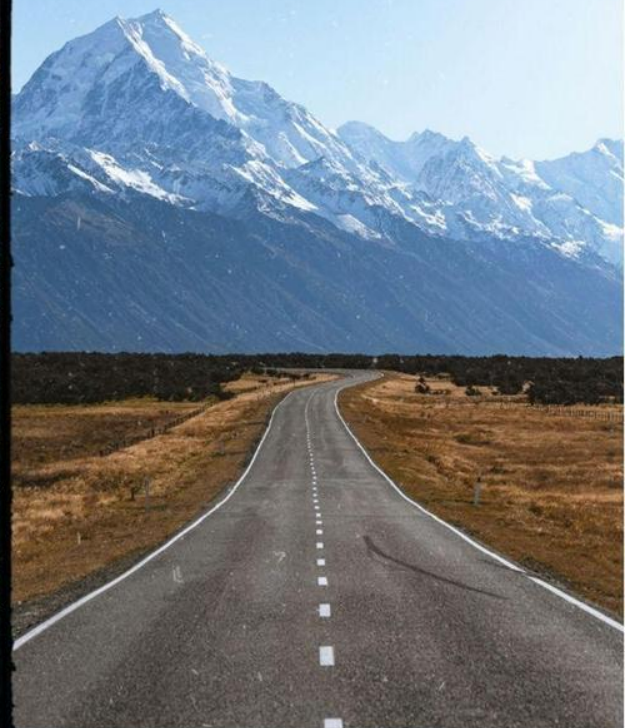
It's a call to take action.



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***Kia ū ki tō reina e hoa mā!***

**Kaua e tūohu!**



**“Ehara taku toa i te toa takitahi, he toa takitini.”**

*“My strength is not as an individual, but as a collective.”*





**E mihi ana**

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**Riki Consultancy**



**Janelle Riki-Waaka**

*Tainui Awhiro, Ngāti Hauiti*

# Whakapā mai



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*Ngā mihi nui*

