

Creative Potential and Māori Workforce Development

Te Ahukaramū
Charles Royal



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Some thoughts concerning the use of mātauranga Māori concepts and the 'creative potential' paradigm within the HANGI workplace productivity seminars.

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HANGI Seminars

- One of **a number of initiatives** concerning workplace productivity
- **Experimental**
- **More work** to be done
- This presentation concerns **the first half** of the HANGI Seminar



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Personal Experience

- *Not an expert in workplace* productivity and workforce development
- My experience lies with *research into mātauranga Māori*, considering the possible uses of mātauranga Māori today



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Some Brief Thoughts about Mātauranga Māori

- Fragmentary
- Organisation could be better
- Contains 'creative potential'
- Possible source of distinctive activities, perspectives, ways of doing things



Creative Potential The Larger Context



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Historical/Contemporary Themes in Māori Communities

- *Social Justice*
 - E.g. Claims before the Waitangi Tribunal,
- *Cultural Restoration/revitalisation*
 - E.g. efforts to retain and revitalise the Māori language

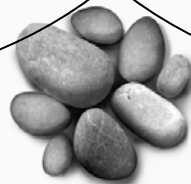
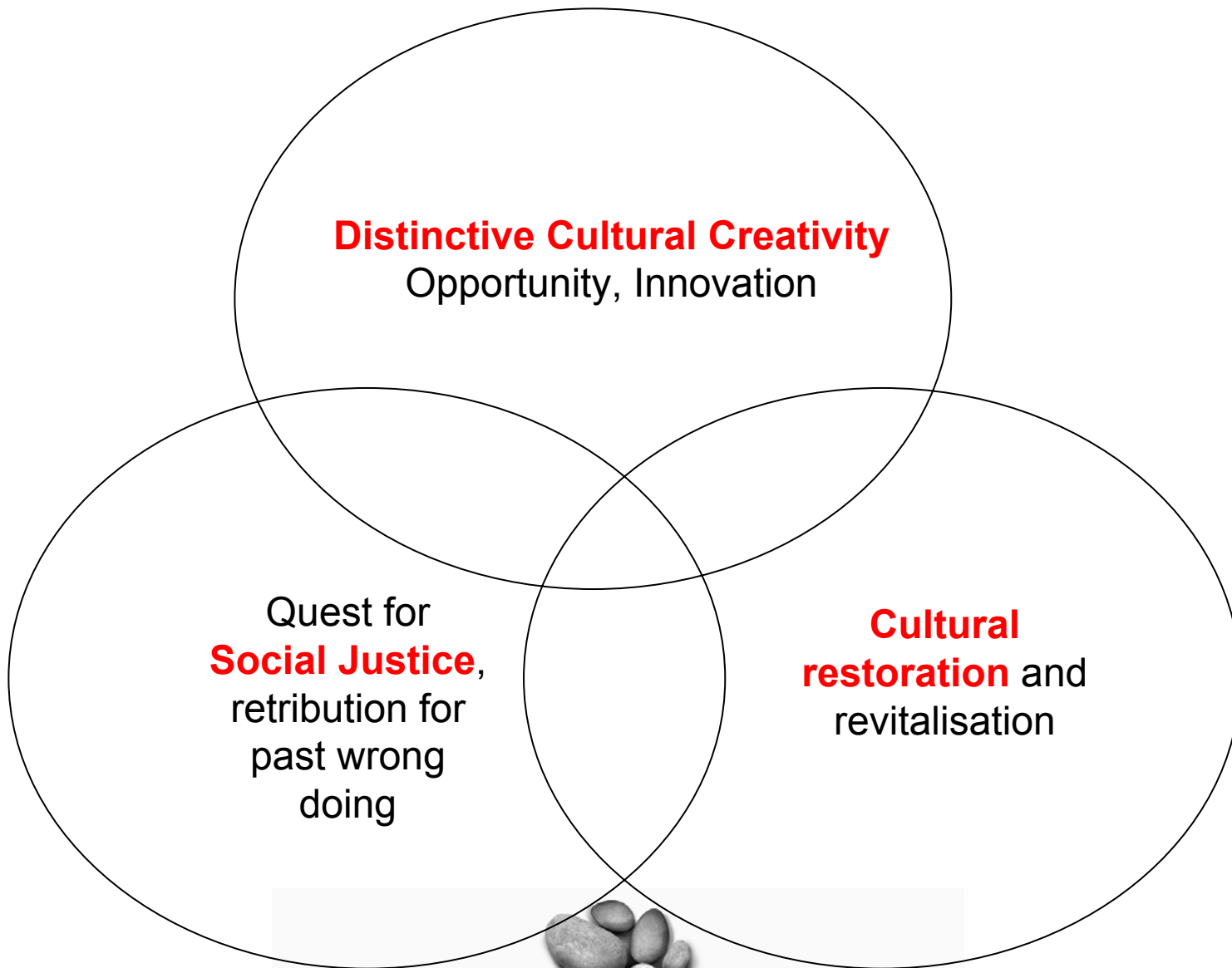


Creative Potential

- Māori communities/organisations have been creative for some time
- Creative potential coming to *conscious articulation* now (e.g. Hui Taumata)
- Opportunity, Innovation, Entrepreneurship, National Good, Distinctiveness



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The new paradigm viewed from within mātauranga Māori

- Moving through tangata Māori to **tangata whenua**
- Moving through Te Ao Māori to **Te Ao Mārama**
- Moving through Mātauranga to **Wānanga**



**Te Ao Mārama
Tangata Whenua
Wānanga**

Te Ao Māori
Tangata Māori
Mātauranga



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HANGI Seminars



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The HANGI Seminar

- **Introduces** participants to the idea of creative potential
- **Confirms** to participants the existence of their personal 'creative potential'
- **Provides opportunities** to explore this creative potential, particularly through the use of the waka and whare models and a consideration of skills and talents
- **Builds links and pathways** between individual and collective creative potential and its expression in everyday working circumstances



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Seminar Structure

The Part concerning Creative Potential

- Introduction to Creative Potential
- The Waka Model
- The Whare Model
- Relating to skills and talents



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Māori seminar participants are **refreshed and invigorated** when they are exposed to the creative potential discussion. This is made further so through the use of mātauranga Māori concepts to **communicate key 'creative potential' ideas.**

For many Māori, the discovery of a creative way of looking at mātauranga Māori (and their culture generally) **intensifies the quality of the experience.**



Creative Potential/Mana

Creative potential is located as the seat, foundation or core out of which skills and talents come forth. The Māori word for this creative potential is mana - **skills and talents are expressions of mana** *viz a viz* creative potential.

Participants are asked to **reflect upon their skills and talents** which leads them to consider mana. This part of the seminar asks them to reflect upon **how these skills and talents find expression within their workplaces.**



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Mana/Creative Potential

Talents

Skills



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Group Task

- What are you good at?
- How do you know you are good at it?



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Waka

- Journeying to find kaupapa, a foundation, something to commit to, values, principles
- Symbolised in stories concerning the waka journey to find sustenance and land



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Group Task

- Have you experienced journeying in the world to find something of value or worth to yourself?
- What do you feel are the values and ideas that are important in your life? What do you value?



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Whare

- Erecting the whare symbolises taking action, tikanga
- The fulfilment of the potential of one's kaupapa
- Tikanga (one's actions) flow from kaupapa (one principles, values)



Group Task

- What are your behaviours? Your tikanga?
- What values do your behaviours reflect?



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The Link to Skills and Talents

- Mana/Creative Potential is expressed through skills and talents
- Many education/training programmes focus on skills/talents (particular skills)
- The HANGI Seminar does this by focusing upon creative potential/mana first



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Group Task

- What do you think you are good at?
- How do you know you are good at it?



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Mauriora-ki-te-Ao/Living Universe Ltd is a Māori consultancy company which delivers policy and research services.

Our interest lies with ‘creative potential’- of people, knowledge and resources. We have a particular interest in indigenous knowledge and its potential contribution to our nation’s life and culture.

PO Box 54142, Mana
Porirua 5247
Phone: 04-2336507
Web: www.mkta.co.nz

