



A Participative Management Model



Mā te whiritahi, ka whakatutuki ai ngā pūmanawa ā tāngata
Together weaving the realisation of potential

Ngāti Hauiti

Piki ake ki te Taumata o Mekura ko
Ruahine

Titiro atu ki te maunga tapu ko Aorangi
Heke iho ki te awa e rere nei ko
Rangitikei

Ka pari a ki uta ki Pātea

Ka pari a ki uta ki Otoa

Ka pari a ki uta ki Otara

Ka tatū ki Te Hou Hou

E ngā whānau, e ngā hapū o Ngāti
Hauiti, tēnā koutou, tēnā koutou, tēnā
koutou katoa. Ka nui te mihi ki a
koutou. E ngā tini aitua, haere ki tua o
te ārai. Heoi anō.

From the Patere Taua Hokia by Wirihana Winiata



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The emphasis is on developing and promoting group identity, respect, dignity, security and confidence.

*He aha te mea nui o te ao?
He tangata, he tangata, he tangata!*

*(What is the most important thing in the world?
It is people, people, people.)*



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Staff



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Directors



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Iwi



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**The hierarchical pyramid is flattened and
replaced by a back/ front operational
philosophy based on marae protocols.**

*Mehemea ka tika mai a muri,
ka rangatira te tu a mua.*

*(If things are done well behind the scenes,
people will stand proud in front.)*



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Whakauae Research Symposium



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Kua Hiki Te Kohu Research Symposium

The mist has lifted



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Each member of the organisation is valued equally,
individuality is taken for granted and the focus is on unity.

*Ko koe ko au ko taua, ko koutou,
ko matou, ko tatou katoa.*

(You, me, we two; you there, we here, all of us.)



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Cultural Affirmation



Mā te whiritahi, ka whakatutuki ai ngā pūmanawa ā tāngata
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Community Participation & Networking



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People



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Communication is open, team work emphasised and leadership may be drawn from any level.

He rei nga niho, he kauae paraoa.

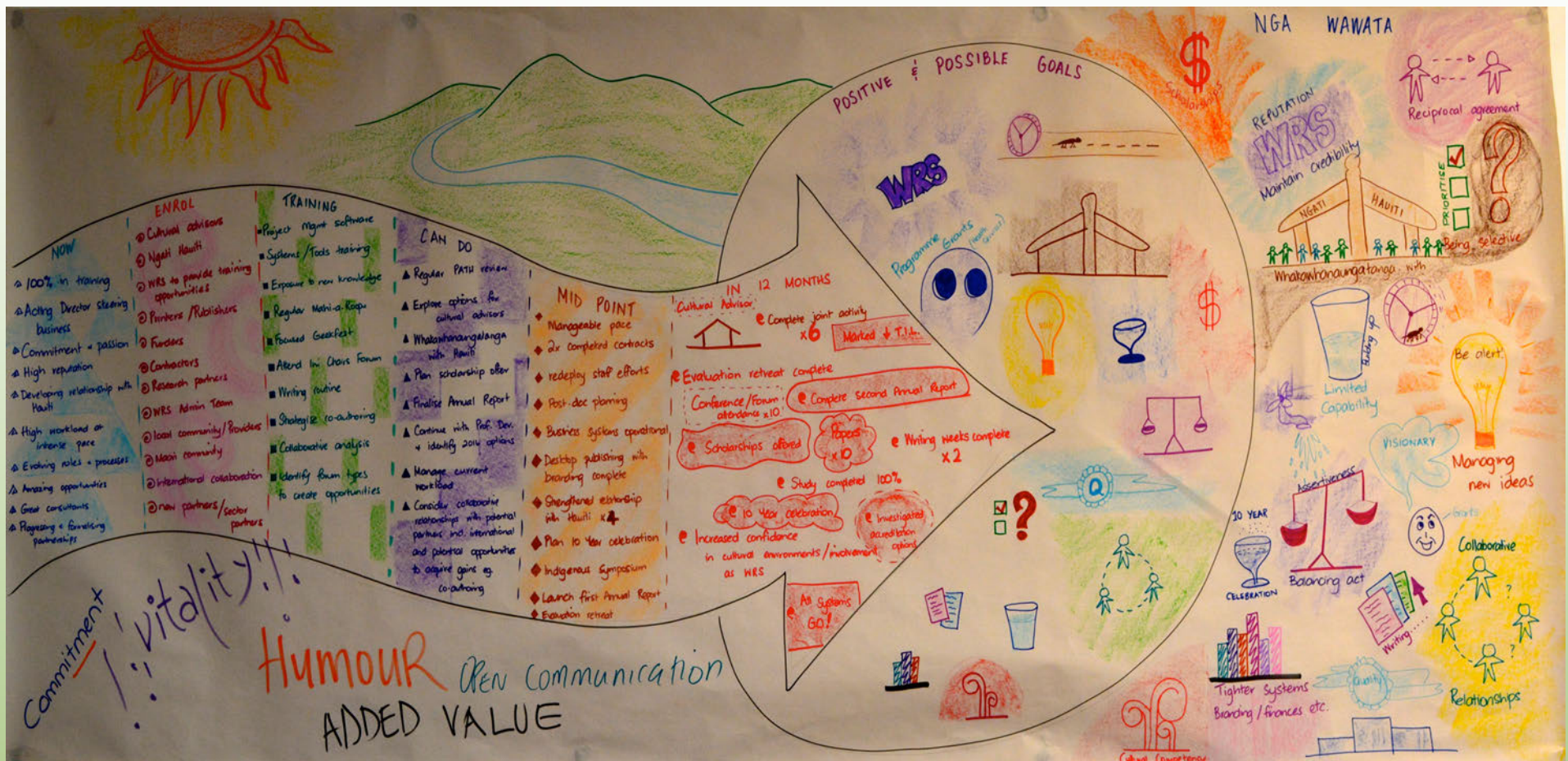
(It takes a whale's jaw to hold a whale's tooth.)



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Planning with P.A.T.H



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HOSW 15



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**Accepting and valuing diversity contributes to wellbeing
and unity of the group.**

Kia urupu tatou, kua e taukumekume!

(We must keep united, not pull against each other.)



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Whānau



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All work is important, all strengths are utilised, and all successes and failures shared. Working in partnership with others is promoted.

Ko koe ki tena, ko au ki tenei kiwai o te kete.

(You take that handle, I'll take this handle of the basket and we'll share the load.)



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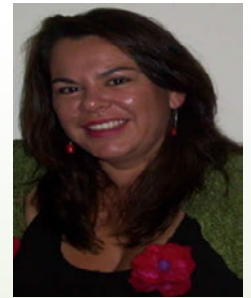


Partnerships



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**An organisation that aspires to excellence through
aiming high and achieving goals.**

*Whaia te iti kahurangi, ki te tuohu koe,
me he maunga teitei.*

*(Pursue your aspirations; only bow your head
to a lofty mountain.)*



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Independent Research Organisation Funding IROF



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Te Puawai o Te Ahi Kaa



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