



Nau mai, haere mai!

Activities to strengthen team connection and kotahitanga | interconnectedness

2024





Karakia timatanga | Opening prayer (short)

Whakarongo rā e Rongo
ki Te Pūkenga
te manawa nei
ki te rongo taketake,
te whiwhia, te rawea
te whiwhi-ā-nuku
whiwhi-ā-rangi
i takea mai i te kāhui o ngā ariki.
kia tūturu ka whakamau ai kia tina,
Tina!
Hui e?
Tāiki e!

Listen o Rongo
to Te Pūkenga
offering gratitude
for the peace and harmony
that allows us to enjoy
the gifts of the earth
and the heavens
bequests of a higher order.
And bind it firmly,
firmly!
Do we all concur?
We concur!



Te rārangi kaupapa | Agenda



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Kati | Close

Nau mai | Welcome and Introductions

- **Ko wai koe?** Who are you?
- **Ko wai tō ingoa?** What is your name?
- **Nō hea koe?** Where are you from?

Share **one** thing with the group that is important to you or something you like to do in your spare time.





Whanaungatanga | Relationships

My life events

Activity

Draw a picture of **five key events** that have shaped you as a person. Choose events that you're comfortable sharing with your team.

Share your picture with the team describing how these events have shaped you as a person.

Reflection

What did we learn about each other from this activity?

How has this strengthened us as a team and brought us together?



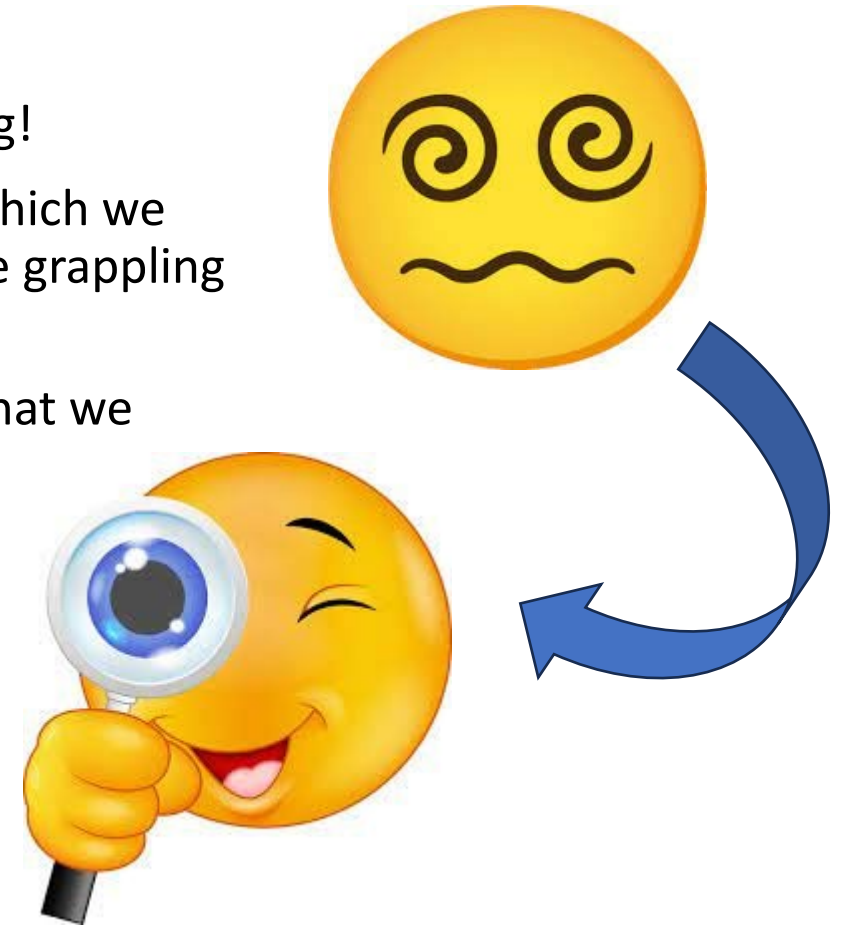


Te ara whakamua | Navigating the Current Context

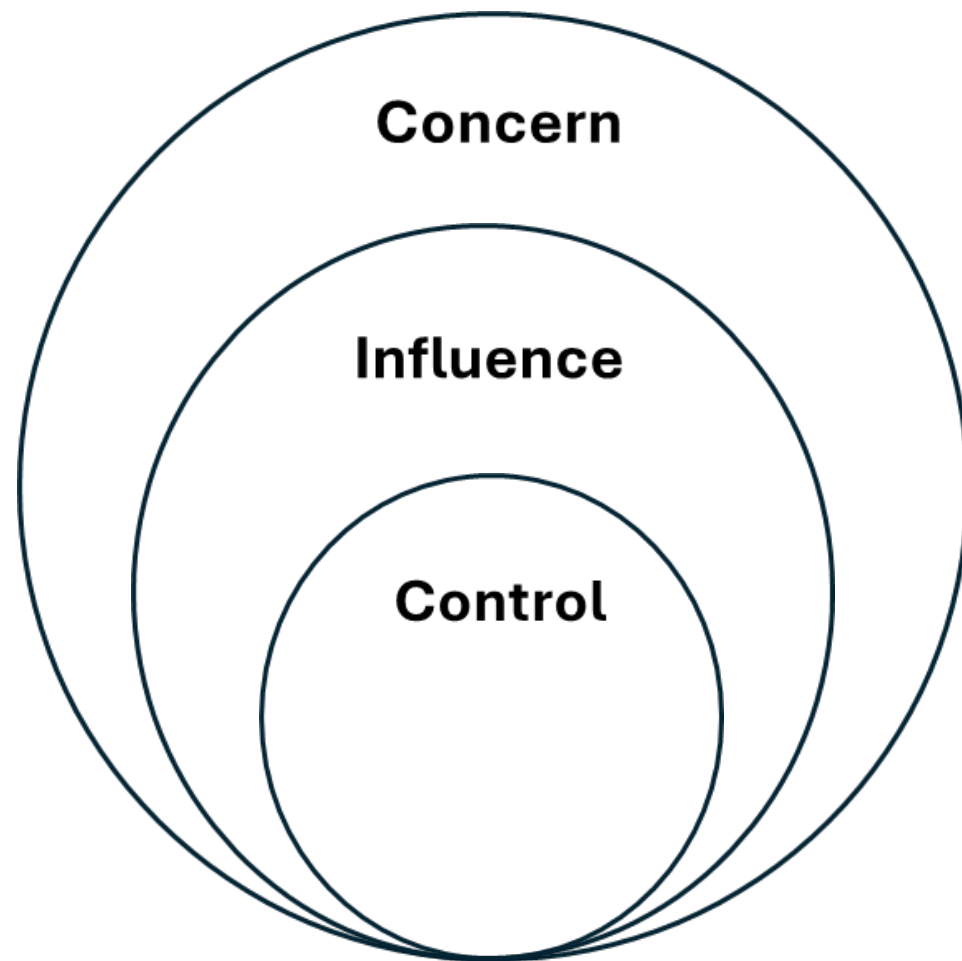
Purpose of this exercise

We have been in a period of intensive change and uncertainty for a long time...

- Sometimes dealing with all of that can feel very overwhelming!
- This exercise is about understanding the broader context in which we operate, and the multiple challenges and uncertainties we are grappling with.
- Let's get clear about what we can influence or control, and what we can't – so we can focus on those things and move to action.

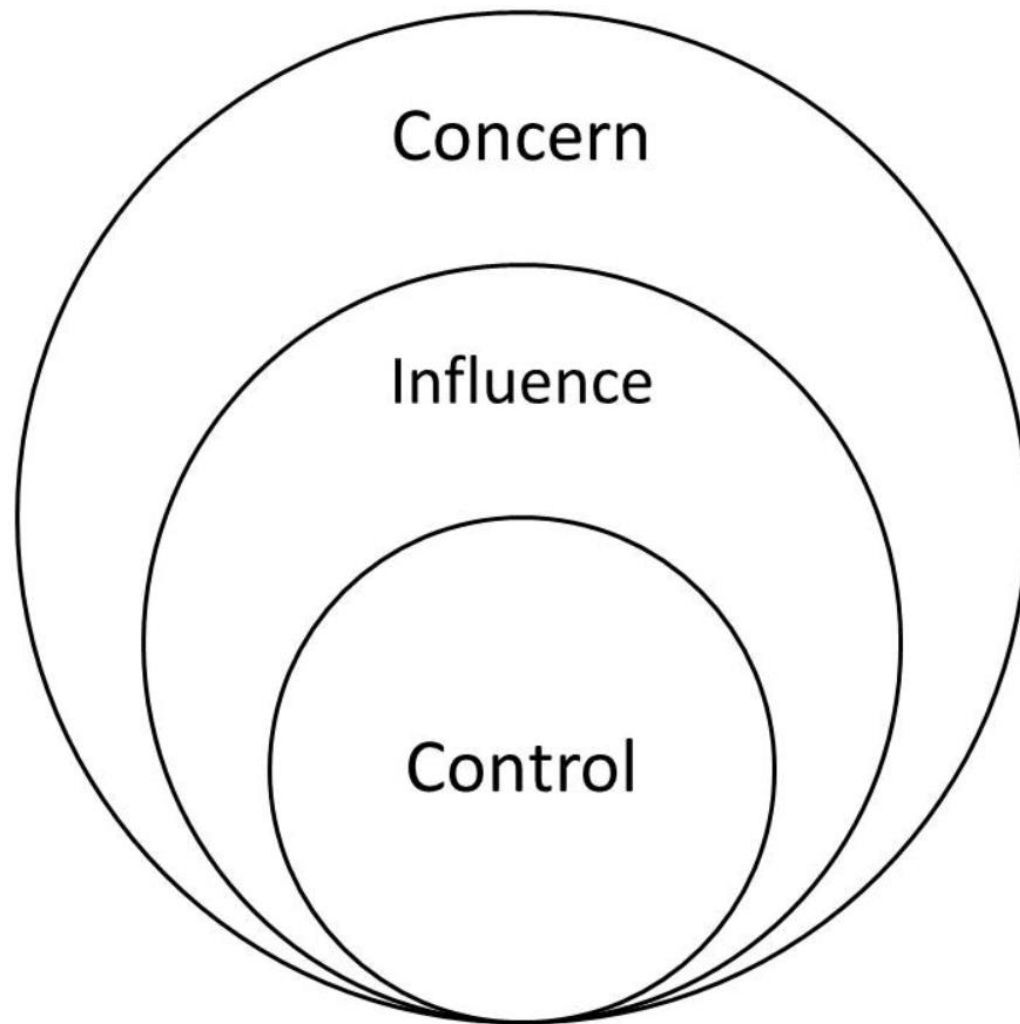


Circles of control



1. Draw a large circle. Write down on post-it notes all the things you are currently concerned about (one post-it per concern) and stick them around the edges of the circle. This is your **circle of concern** – it covers everything that **affects you**.
2. Draw a smaller circle inside the first. Move into this circle all the post-it notes with concerns that you can **influence** in some way. This is your **circle of influence** – it includes the things that you can impact or effect.
3. Draw a third circle inside your circle of influence. Move into this circle anything that is directly under your control. This is your **circle of control** – it includes the things that you have complete **authority** over.

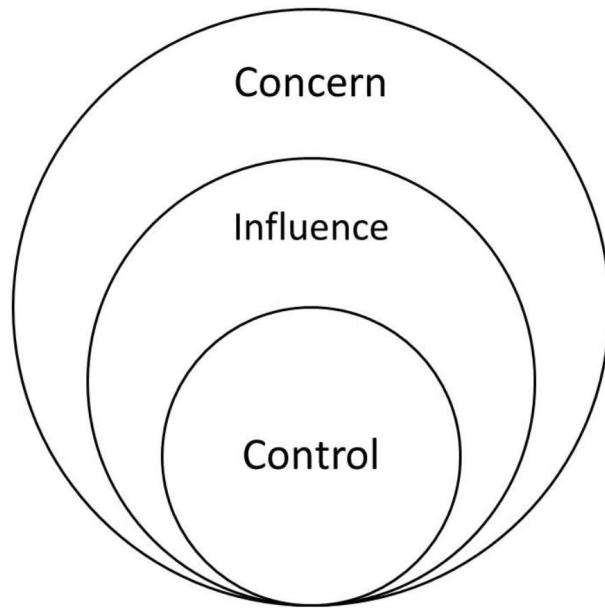
Our circles of control



Discuss and share:

- What do you notice about your circles?
- Is it unclear where anything sits?
- What's left in your circle of concern? Is there anything you can do to move them into your circle of influence?
- Where are you currently spending the majority of your focus, time and energy?
- How do you prioritise and manage your circles?

Wrapping it up



- Being able to recognise the difference between the things you can change and those you can't will help build resilience.
- The more you focus on your circles of influence and control, the bigger those circles become.
- The key is perspective:
 - recognise and acknowledge the things you can't control, but don't get sidetracked by those
 - be intentional about where to invest your focus, time and energy towards the things you can influence or control.

Source: Stephen Covey, the 7 Habits of Highly Effective People, Simon and Schuster, 2004.



Tikanga mahi | Ways of Working

Ō matou uara | Our values

Manawa nui

We reach out and welcome in



We actively seek diversity knowing this supports equitable decision making and outcomes.

We welcome everyone. Your unique worldview makes us who we are.

We care about each other, demonstrate manaakitanga and gratitude, and create safe spaces where people feel comfortable contributing and sharing.

We seek the expertise of others, recognising we are part of a bigger picture.

We call out behaviours that go against our values.

Manawa roa

We learn and achieve together



We embrace opportunities to try new things and learn from our mistakes.

We work together, always striving for better.

We are about progress, not perfection.

We participate proactively and seek input from others.

We provide feedback that is honest, constructive and respectful, in order to elevate each other's greatness.

Manawa ora

We strengthen and grow the whole person



We remove barriers and acknowledge the needs of others and their wellbeing.

We empower people to give their best and recognise their unique contributions.

We encourage initiative and contribution at all levels.

We are generous with our time and expertise, and we look for opportunities to learn from others.

We are transparent and open about decisions, and we support the decisions of others.

A closer look at our Values

- Divide into groups and allocate one value for each group
- In your groups
 - If you are using Te Pūkenga values, watch the [video](#) for your value
 - Discuss the key themes of each value
 - Draw a picture that visually represents that value or theme for your group
- Share your picture with the wider group



Values/ways of working in practice

In your group:

- What does this value or way of working look like in practice **for our team**?
- What does it mean for **how we want to work together** with each other, our wider community, stakeholders, and partners?

Capture key points on paper:

- How do we want to work as a team?
- What does this value look like, sound like, feel like?

Share with the wider group.





Rhythms & rituals

How will we **communicate** as a team, connect, work together, have fun in our:

- One-on-ones
- Team hui – when, where, how long, how often; What's working well now, what do we want to change?
- Communication
- Sharing information ie. Documents
- Social connection
- Supporting each other
- Recognising and celebrating together







Kaha me ngā āheitanga | Strengths and Opportunities



Flow state -

Matching level of challenge with capability and resources

Source: Mihaly Csikszentmihalyi

CHALLENGE

Too much challenge for
available skillset and resources

IN FLOW

when the level of challenge and capability
match we are happy and engaged

Overwhelmed
Stressed
Unwell

Bored
Cynical
Disengaged

Capability but not enough challenge

CAPABILITY & RESOURCES



What is a strength?

A **strength** is a behaviour that comes naturally to us. It happens relatively seamlessly and easily, gives us the energy to succeed and connects us to a purpose and sense of achievement.

Talent x Investment = Strength (Gallup)

Talent = Innate patterns of thought, feeling or behaviour

Investment = Time spent practicing or developing skills & building knowledge

Types of strengths:

- character strengths
- performance/talent based strengths
- learned behaviours

Good news!

Whatever you want to accomplish, your strengths can help you:

- Increase your happiness at home and in your mahi (work)
- Improve your relationships
- Improve health through increased balance
- Increase your performance, engagement and satisfaction
- Achieve your life goals
- Reduce your stress
- Find meaning and purpose in your life



Character Strengths



[Take a strengths survey: VIA Character Strengths Survey & Character Reports | VIA Institute](#)



What are your work strengths?

Passion

What activities are you drawn to?

Learning

What skills or knowledge do you pick up quickly?

Satisfaction

When do you feel a strong sense of fulfilment?

Flow

When are you so immersed in something that you lose all sense of time?

Excellence

Where do you excel? What comes easily to you?



What are we really good at?

Work together to create a team profile of our collective strengths.

Identify specific:

- character strengths
- performance/talent based strengths
- learned behaviours



*Ēhara tāku toa i te toa takatahi, engari he toa takitini.
Our strength is not made from us alone, but made from many*

Building on your strengths...

Now we have identified our team strengths, what next?

Some questions to ask yourself:

- How have you been working to your strengths?
- What do you love to do and are good at?
- Can you work to your strengths every day? What's stopping you?
Are those things you can influence or control?

What opportunities do we have to utilise our strengths to maximise a Flow State?

Create an action plan with specific goals and activities aimed at building on our strengths.





Huritao me ngā mahi ā muri | Reflections and Next steps

Reflections from today and next steps

- Reflections from the hui
- Review car-park comments/pātai
- Any other pātai (questions)
- What's next? What do you need to function well and flourish in your mahi?
- Close with karakia



Karakia whakakapi | Closing prayer

Puritia,
puritia ngā kōrero o te wānanga
puritia ki a ū, kia mau
puritia kia ita
Unuhia, unuhia atu rā
Te tapu o te kahui o ngā ariki
mauria atu rā ko te kahu ora o Rongo
he rongo taketake
he rongo mau tonu
ka whakamau kia tina,
Tina!
Hui e, Tāiki e!

Hold fast,
hold firmly the words of the academy
cement them firmly
fixed in the mind.
Release ourselves
of the decorum of formality
let us take up the life giving cloak of Rongo
the permanence of peace
and harmony
and bind it firmly,
Firmly!



Te Pūkenga