

Wayfinding Leadership

Step into your Rangatira Space

Call the Island to You

Embrace the Unknown

Success is Succession

Create a Culture of Belonging



Developmental
Workshops for People
who Lead



Wayfinding Leadership Founders

Wayfinding Leadership is a unique leadership development programme sourced deep in the DNA of the Pacific. It draws on our distinctive experiences, extensive research and builds bridges to cutting edge leadership ideas from around the world while challenging many commonly imported ideas.

The ancient wayfinders who set off to lead the way to new worlds weren't afraid to journey to new places. They went beyond the known on voyages of discovery to new horizons. Similarly, today's wayfinder leaders in all walks of organisational life are called to venture into the unknown. A wayfinder leader is motivated by curiosity and is steeped in wonder. Wayfinder leaders look to develop everyone's potential and have an abiding belief that 'we are in the waka together'.

Our workshops are highly interactive and focused on generating deep, experiential learning. Harnessing the power of reflective inquiry this is a time to pause, listen and reflect to allow new possibilities to emerge. We work with leaders, teams and trainers from many organisations; people who are transforming their workplaces using a wayfinding approach.

We are delighted to be sharing our world with you,

John Panoho

Chellie Spiller

Hoturoa Barclay-Kerr



Wayfinding Leadership
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Wayfinding Leadership Benefits

Based on the art of traditional Polynesian navigation, wayfinding leadership shows how wayfinding can transform leaders and organisations by using new practices such as mindfulness and awareness of their environment. Central to the wayfinding approach is seeing what is really going on by reading the signs, discerning the detail and seeing the whole. Benefits of a wayfinding leadership approach include.

- being more response-able to change, subtle shifts and nuances
- seeing the detail and see the whole
- developing integrative thinking and perceptiveness to solve problems
- seeing connections between things
- making sense of complexity
- respecting and gaining strength from difference
- fostering a shared sense of purpose
- building more effective, collaborative teams
- making better decisions
- developing grit and courage in yourself and in the team
- honing the ability to work with resistance
- adapting more naturally to change and harnessing the potential of uncertainty, ambiguity, the unknown
- experiencing greater relaxation, presence and calm in adversity.

Many organisations are on target with the plan but off-course with reality. They are using familiar but outdated markers.



The core workshop

We guide you on a leadership development journey that explores stepping into the unknown, developing sharper powers of observation, being more comfortable with uncertainty and finding new and better ways to tackle situations, relying not only on rational thinking, but also on the much broader sets of intelligence with which each of us is endowed.

Our core half day workshop covers three key concepts:

Step into your Rangatira Space

Find out how to lead in a mana-enhancing way, to stand with others and to foster 'success is succession'.

Call the Island to You

We present a radical paradigm for achieving goals and fulfilling strategy. Explore key ideas such as become your purpose, read the signs and move from stillness.

Embrace the Unknown

How do you deal with uncertainty, ambiguity and change? Discover the opportunity in adversity, reflect on gathering your grit and flowing with change.

Keynote



Contact us if you would like a keynote at your next conference or gathering. The keynote is an interactive 60-90min. Keynotes have been presented to a variety of groups including Air New Zealand leadership teams, District Court Judges, Principal's Association, Community groups, Not-for-Profit sector and many more.

Purchase *Wayfinding Leadership: Groundbreaking Wisdom for Developing Leaders* online direct from Huia Publishers: www.huia.co.nz/huia-bookshop/bookshop/wayfinding/

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Take the Waka Quest

Many of our clients do the core workshop and waka quest combination for a full day of immersive, experiential learning. The flagship vessels, *Haunui* and *Aotearoa 1* are berthed at Auckland's New Zealand Maritime Museum/ Hui Te Ananui a Tangaroa. These waka hourua, double-hulled ocean voyaging waka, are able to take up to twenty-five passengers on short journeys.

'Waka on the Waitematā' is a two-and-a-half-hour authentic Māori cultural experience. Longer trips to Waiheke and Motutapu Island can be arranged.

Hoist the sails and sit with the navigator who tells you about recent journeys of the seven voyaging waka, and how it is possible to sail 20,000 km navigating by reading signs such as star paths, clouds and frequencies.

*“Don't pray for fair weather,
pray for courage.” - Mau Piailug*



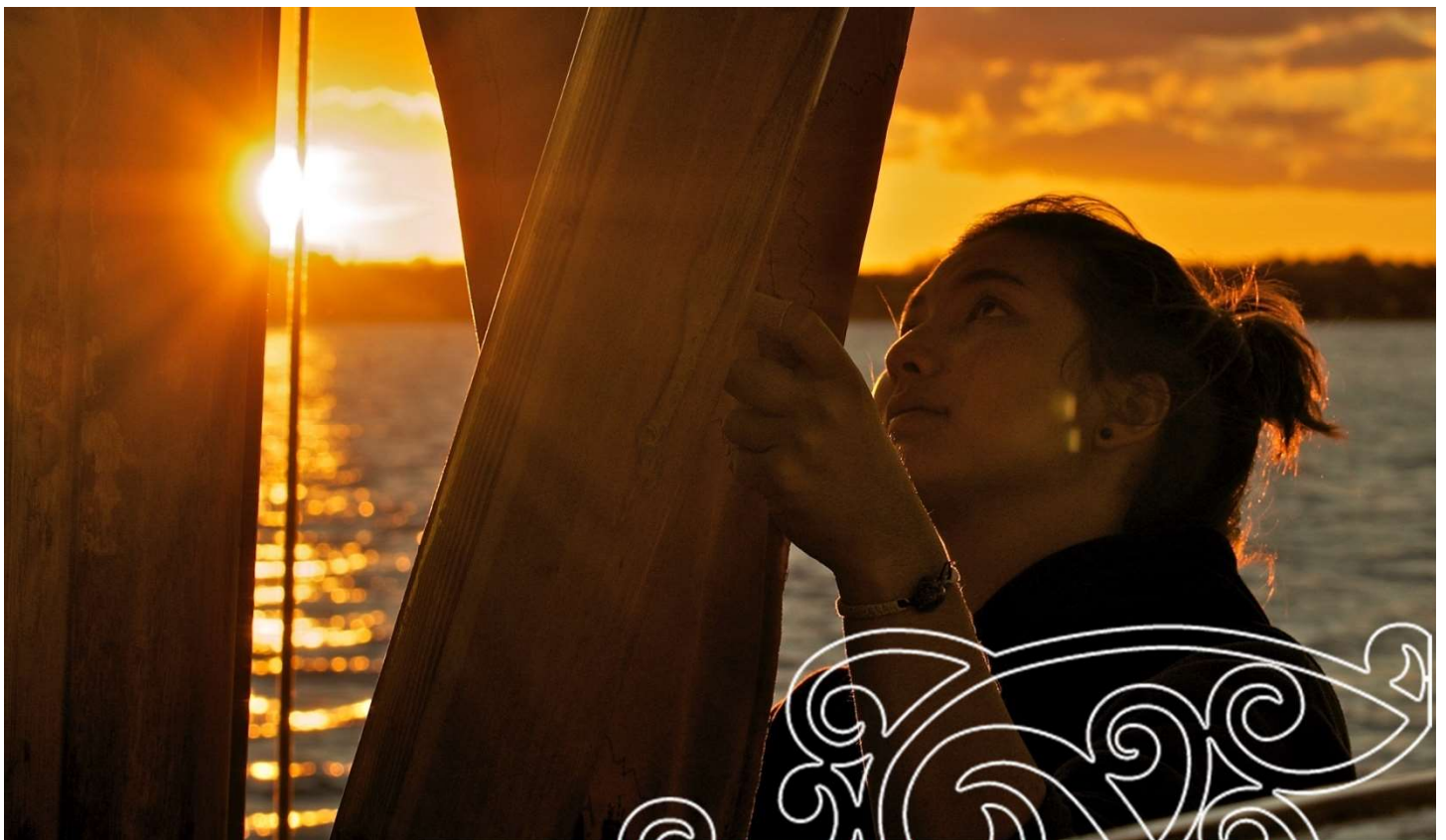
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Success is Succession

The wayfinder leader knows that when she or he builds knowledge in all, they are building a team that can survive. Success is when the collective is thriving and producing a community of capable integrative thinkers who respond effectively to what is going on. This extension workshop focuses on succession and mentoring to strengthen the transfer of knowledge and workplace culture.

When a leader is treated as exceptional, and as having special qualities that others don't possess, then the self-importance of one person has the potential to eclipse the power of the collective. A strong organisation is one where knowledge is distributed.

*True success is when the
navigator is no longer needed.*



Wayfinding Leadership
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Diversity and Inclusion

This workshop focuses on how organisations can achieve their diversity outcomes through creating a culture of inclusion. When we create diversity in an organisation we get diversity of thoughts, ideas and problem solving capability. However diversity alone is not enough - leaders need to create a culture where people feel included, where they feel they belong. The wisdom contained in Māori values, developed over the aeons in relationship to the world help create relational trust and wellbeing. This is a world of “I belong therefore I am” and creating a shared sense of belonging is at the heart of diversity and inclusion.

When a leader is committed to becoming a culturally responsive leader they generate relational trust and respect. This can't be accomplished in a distant, disembodied and abstract way - it's about being in the relationship. Being an open and willing learner and listener.

When diversity and inclusion come together in a powerful, enduring way organisations may:

- better serve needs of a diverse customer base
- encourage more innovation
- inspire enhanced problem solving
- generate improved decisions
- build increased trust
- foster increased wellbeing of staff
- support higher engagement
- improve retention of staff.

Following the introductory session participants are arranged into teams and each is taken through a haka, whakapapa, waiata and/or kaitiaki learning workshop with an expert. After the workshop they present back to the rest of the group.

I belong therefore I am: diversity works with a culture of inclusion



About us



Chellie is an associate professor at the University of Auckland Business School. She has over thirty years of corporate experience holding senior executive positions in New Zealand and abroad, and brings this experience to her academic work and leadership development programmes. Chellie is a principle investigator on major research projects such as Māori Leadership and Decision-Making. Writing is Chellie's 'mojo' space and she has published three books and numerous articles. She is the lead facilitator on Wayfinding Leadership programmes. Whakapapa: Ngāti Kahungunu



Hoturoa is the captain of the oceangoing waka Haunui and Aotearoa 1. He has been sailing around the Pacific for about thirty-five years. Hoturoa is a native Māori speaker and orator on his marae at Kāwhia, the ancient landing and settlement place of his ancestral waka, Tainui and his ancestor Hoturoa. He is a trustee on a number of trust boards and is currently the chairman of Taharoa C Incorporation. His Master's thesis investigated how the waka is a symbol of mana in the twenty-first century. He lectures at Te Wānanga o Aotearoa. Whakapapa: Tainui



John has worked across the broad spectrum of the tourism industry, promoting Māori-values-based indigenous tourism experiences for over 35 years. From the mid-2000s, he introduced Māori cultural experiences to the luxury and super luxury markets, and has steadily built relationships with his offer of bespoke guiding services and exclusive networks of special people and places. He is a co-founder of Waka Quest with Hoturoa. Whakapapa: Parawhau, Te Uri Roroj, Ngāti Whātua, ko Ngāi Tawake ki te Moana, Te honihoni na Ngāpuhi Nui Tonu

“Highly recommend this leadership opportunity for anyone who is looking to understand themselves better in order to gain the leadership qualities that will enable change in any environment!”

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Brochure produced: 3 February 2018

Who we work with

We have given Wayfinding Leadership Workshops and/or Keynotes to the following organisations and conferences:

Air New Zealand middle managers, CEO and senior leadership team
Global Women breakthrough leaders
University of Auckland development programmes for professional staff and academics leaders
Regional District Court Judges
Leadership New Zealand
Te Rau Matatini Māori Health Leadership Summit
Wellington Regional Primary Principals' Association
Taiwhenua training day, Hawkes Bay Te Putahitanga conference
Skip Garden workshop, London
Academy of Management annual meeting, Canada
Business and Society conference, Australia
Science and Non Duality Conference, Italy
Drucker School of Management USA
Ross School New York USA
St Mary's College USA
Fairfax senior leadership conference
Waitemata DHB
Hāpai te Hauora
Asia Pacific Deans of Business Schools
Not-for-Profit Association NZ
NZ Primary School Association
Playcentre New Zealand
NZ China Business Network
National Māori Accountants Network, Nga Kaitatau Māori O Aotearoa
Business & Professional Women Asia-Pacific region
Whakauae Research Services

***"You motivated us all to be wayfinders;
encouraging us to pause and reflect; to become our
purpose, step into our rangatira space and to be
the bird that didn't read the book!"***

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