

Whakataukī	Translation
1. He waka eke noa	We are all in this together
Notes for Kaihautū: There are two key messages in this whakataukī. The first is associated with working towards a common/collective goal. In leadership terms this requires goal setting and planning the best way forward. The second message is the importance of teamwork and leveraging everyone's skills and experiences to accomplish the task.	
2. Whāia e koe te iti kahurangi ki te tūohu koe, me maunga teitei!	Pursue excellence – should you stumble, let it be to a lofty mountain
Notes for Kaihautū: There are at least three sets of leadership qualities captured in this whakataukī. 'Whāia e koe te iti kahurangi' is a challenge to have vision, purpose and ambition. 'Ki te tūohu koe' is a reminder to act with courage and humility and to learn and grow from mistakes to become more resilient. 'Me maunga teitei' reminds us to set high standards and to grow and develop new skillsets and experiences in the journey to accomplish our goals.	
3. E kore a Parawhenuamea e haere, ki te kore a Rakahore	Parawhenuamea would not flow if it were not for Rakahore
Notes for Kaihautū: Parawhenuamea is the atua hine of freshwater. She is the water that bubbles up from the earth emerging at puna. Rakahore is the atua tāne of rocks and stones. This whakataukī is a reminder of the symbiotic relationship between Parawhenuamea and Rakahore. Water cannot flow without the presence of rock. In leadership terms this whakataukī can point to the importance of mahitahi and a team having complementary skillsets. Rakahore's presence also points to strength, stability and endurance. This whakataukī also touches on the importance of transformation, movement and change. For example, the actions of Parawhenuamea associated with erosion and flooding can be destructive and transforming. This could link to leadership notions of adaptability and influence or power through persistence.	
4. Ko Rangi e tū iho nei ko Papa e tākato nei	Rangi is above and Papa is below
Notes for Kaihautū: This whakataukī acknowledges the fundamental relationship of Rangi and Papa, sky and earth and their descendants – ira atua and ira tangata. It is a reminder of the importance of whakapapa and pūrākau as ways to understand the Māori world. Rangi represents vision, ideas and strategy. Papa represents groundedness, action and practical leadership (i.e. leadership for real-world situations). A strong leader has both qualities - vision and engages in practical action. There are several messages about leadership in this whakataukī. First, effective leadership is grounded in te ao Māori and whakapapa. So, there are expectations that leadership should empower Māori communities and contribute to collective wellbeing. Second, effective leadership acknowledges relationships and interconnectedness between people, place and purpose. Third, effective leadership seeks to maintain balance through complementarity i.e. strategy and empathy, strength and humility, vision and action.	
5. Me aro koe i te hā o Hineahuone	Respect the dignity and power of Hineahuone
Notes for Kaihautū: This whakataukī is a reminder to respect the inherent worth and value of a person. And, to engage with people with dignity or in a mana-enhancing way. A good leader knows the strengths of each member of the team and how to maximise multiple contributions. This whakataukī is also a reminder of the important contributions that mana wāhine and balance can bring.	
6. Ko te whaea te takere o te waka	Mothers are the hull of the canoe
Notes for Kaihautū: The takere is the hull of a canoe. The hull gives the canoe its shape, floatation and stability. Without the takere the waka cannot float or function. This whakataukī is a reminder of the importance of mana wahine, the power and influence of female energy including	

mātauranga-ā-hine. For example, mothers are the heart of the whānau and keep the whānau together. This whakataukī promotes leadership approaches that supports/nurtures, enables, steadies and sustains communities.	
7. Te ngaungau a Hine-moana	The repeated chewing of Hine-moana
Notes for Kaihautū: This whakataukī talks to the constant and competing interactions of Hine moana and Hine oneone, the sea and the land. Sometimes it is balanced, other times destructive. It is a reminder that strength, contest and conflict are natural processes. As leadership qualities an emphasis is placed on persistence, resilience or shaping others through constant, meaningful influence. The whakataukī could also be used to encourage balancing completing influences or demands. Example: Te ngāunga a Hine-moana, reminds us that leadership is about the strength to keep moving forward, shaping the world around you with every rising tide.	
8. Ko Tū a waho, ko Rongo a roto	Tūmatauenga is outside, Rongomatāne is within
Notes for Kaihautū: This whakataukī recognises that effective leadership involves balancing sometimes opposing values (i.e. confrontation and resolution, strength and vulnerability, decisiveness and adaptability, empathy and rationality). This whakataukī is a reminder to act with integrity drawing on multiple qualities and approaches to achieve balance and connection. Example: Ko Tū a waho, ko Rongo a roto encourages us to find the balance between external strength and inner calm.	
9. Ko Tangaroa ara rau	Tangaroa of many paths
Notes for Kaihautū: This whakataukī is a reminder that Tangaroa cannot be confined to a single route. This is reflected in the whakapapa of the descendents of Tangaroa. Tangaroa had Punga who had Ikatere and Tūtewehiwehi. Ikatere's offspring went to the sea (i.e fish) and Tūtewehiwehi's offspring went inland (i.e. repiles). Another way to think about this is that Tangaroa has many expressions, movements or directions. So, there are multiple ways to achieve a goal. Be adaptable and fluid to navigate complexity. Respect multiple approaches, a diversity of thought, background and method. Example: Ko Tangaroa, ara rau — leadership doesn't look the same for everyone. Our strength is in our ability to shift, flow, and honour many paths.	
10. Ko Māui tinihanga koe	Be resourceful like Māui
Notes to kaihautū: This whakataukī is a reminder of the transformative and often disruptive qualities of Māui. We can embody these qualities by having the courage to make difficult decisions, take calculated risks and innovate. This whakataukī is about pushing boundaries and stepping outside your comfort zone for growth. So, it's about problem-solving, being creative, challenging the status quo, trying new approaches, learning from failure, and persistence. It is also important to remember that Māui was supported by others (his kuia, his brothers and his father). This is a reminder to seek advice, support and help to complete tasks.	