

# ME MAHI TAHI TATOU

creating  
change





# WORKING TOGETHER



**MPHS:** McLaren Park & Henderson South

Community Initiative values the local area and is your local community group developing, supporting and providing programmes that will bring long term benefit to the whole community. Contact: Rebecca George-Koteka, MPHS.



**BACK2BACK:** Neighbourhood-led development in Massey and Ranui; helping

residents in building community identity and pride. Contact: Jenny Tanner, community broker, Auckland Council – Henderson.



## INSPIRING COMMUNITIES:

Fostering community-led development ways of working and with a core purpose of collective community learning.



**INTERNAL AFFAIRS:** Providing

support and advice about funding and community development.



**WORKSHOP 1**

# **Exploring our personal dreams for leadership in our community-**

-What's your ultimate fantasy?

WORKSHOP 1

# Why do we need leaders?

-Anyone can be a leader in community led development





WORKSHOP 1

# Supportive listening-

## Characters of supportive listening-

- Being quiet while the other person is talking
- Being attentive to the speaker by not doing other things
- Looking at the person who is speaking
- Responding when the speaker asks something
- Thinking about what the speaker is saying rather than thinking about what you want to say next



WORKSHOP 1

# **Heroes and leaders— what's the difference?**

-Who are your heroes?



WORKSHOP 1

# Understanding ourselves as leaders-



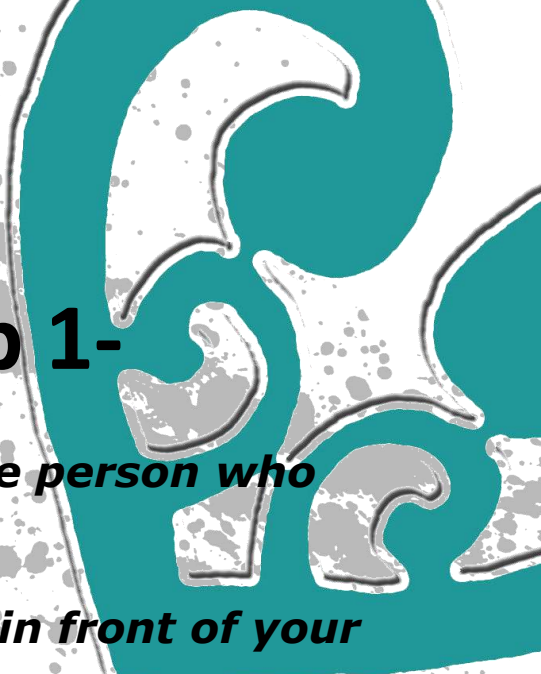


WORKSHOP 1

# Thoughts on workshop 1-

*The world of tomorrow belongs to the person who has the vision today. Anon*

*A journey of a thousand miles starts in front of your feet. Lao-tzu.*



**WORKSHOP 2**

# **Recognising our limits— being able to say no.**



# Steps for helpful listening-

## Step 1: Becoming aware of how you currently listen

To become aware of your current listening behaviour, notice:

- If you are listening or reacting
- What you are appreciating about the speakers words
- If you are thinking about what to say next
- If you are listening with an open mind
- If you are curious about what is being said

## Step 2: Recognise what to listen for

As we listen, we do not just receive information; we also process it. We like what we hear or we don't like it. Before drawing a conclusion, we can listen better by understanding what to listen for. Asking yourself the following 2 questions can help.

- What are your assumptions?
- What preconceived ideas am I bringing to the discussion?



## WORKSHOP 2

### Step 3: Use effective questions to listen appreciatively

Once we begin to change the way we listen,  
we find that we are curious about the speakers:

- Assumption
- Facts
- Point of view

This leads us to gather more information or to inquire-

- What led the speaker to a specific conclusion?
- What is the speaker's line of reasoning?



# Understanding different leadership styles

*Leadership style is the manner and approach of providing direction, implementing plans, and motivating people.*

## •Authoritarian (autocratic)

**I want both of you to. . .** This style is used when leaders tell their employees what they want done and how they want it accomplished, without getting the advice of their followers. Some of the appropriate conditions to use it is when you have all the information to solve the problem, you are short on time, and your employees are well motivated.

- Some people tend to think of this style as a vehicle for yelling, using demeaning language, and leading by threats and abusing their power. This is not the authoritarian style, rather it is an abusive, unprofessional style called **“bossing people around.”** It has no place in a leader's repertoire.
- The authoritarian style should normally only be used on rare occasions. If you have the time and want to gain more commitment and motivation from your employees, then you should use the participative style.

# Understanding different leadership styles

- **Participative (democratic)**

- **Let's work together to solve this. . .** This style involves the leader including others in the decision making process (determining what to do and how to do it). However, the leader maintains the final decision making authority. Using this style is not a sign of weakness, rather it is a sign of strength that your community will respect.

This is normally used when you have part of the information, and your community have other parts. Note that a leader is not expected to know everything — this is why you delegate *knowledgeable* and *skillful* people. Using this style is of mutual benefit — it allows them to become part of the team and allows you to make better decisions.



# Understanding different leadership styles

- **Delegative (free reign)**

**You two take care of the problem while I go. . .** In this style, the leader allows the people to make the decisions. However, the leader is still responsible for the decisions that are made. This is used when others are able to analyze the situation and determine what needs to be done and how to do it. You cannot do everything! You must set priorities and delegate certain tasks.

- This is not a style to use so that you can blame others when things go wrong, rather this is a style to be used when you fully trust and confidence in the people below you. Do not be afraid to use it, however, use it **wisely!**
- **NOTE:** This is also known as laissez faire (or *lais-ser faire*), which is the noninterference in the affairs of others. [French : laissez, second person pl. imperative of laisser, to let, allow + faire, to do.]

WORKSHOP 2

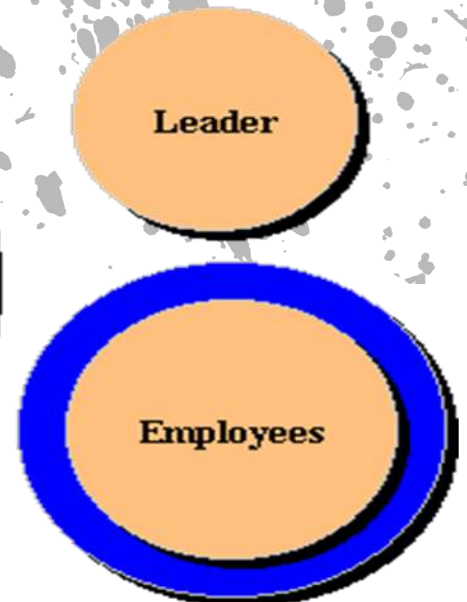
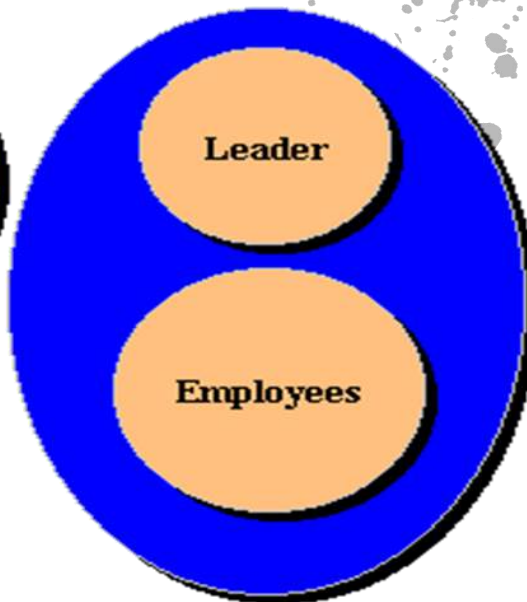
# What is power? What does it look like in our communities?

## POWER STYLE

Autocratic

Participative

Free-rein



Leader

Whole Group

Employees

## EMPHASIS

WORKSHOP 2

# Thoughts on workshop 2-

***Kia niwha te ngakau ki te whakau i nga mahi atawhai: be resolute in upholding what is good.***

***Teachers open the door. You enter by yourself.***  
***Chinese proverb***





WORKSHOP 3

# **What encourages people in our communities to take on leadership roles?**

-How do we support those who do stand up?



WORKSHOP 3

# Self Assessment-

Do I need to....

1. Stop talking
2. Imagine the other person's view point
3. Look, act and be interested
4. Observe non-verbal behaviour
5. Not interrupting
6. Listen between the lines
7. Ensure understanding through rephrasing key points
8. Speak only positively while listening



WORKSHOP 3

# Self Assessment-

Become aware of how you currently listen-

1. Was I reacting instead of listening
2. Was I thinking of what to say next instead of listening
3. Was my mind wandering instead of paying attention
4. Was I listening with an open mind
5. Was I curious about what was being said
6. What do I need to practice

WORKSHOP3

# How do we grow places where people can connect together?

“In order to change a culture learn to ask a powerful question”





WORKSHOP 3

# How do we grow places where people can connect together?

Asking a transformative question:

## Identify the leaders:

Decision makers, Shakers and movers, Gate keepers and cup of tea makers

**Engage people with each other:** understand the profile, history and personality of the people

Transformative

**Invite them to create a future possibility:**  
are we willing to take risks

**Confront them with their freedom:** are we happy with our current reality

WORKSHOP 3

# Thoughts on workshop 3-

***Stop worrying about the potholes in the road and  
celebrate the journey.***

***Anon***

***It always seems impossible until it's done.***

***Nelson Mandela***





WORKSHOP 4

# Taking it back to your Communities-

Three things I have learnt from these workshops.  
To take back to my neighbourhood-community to help others  
get involved in well-being  
activities:

1.

2.

3.



WORKSHOP 4

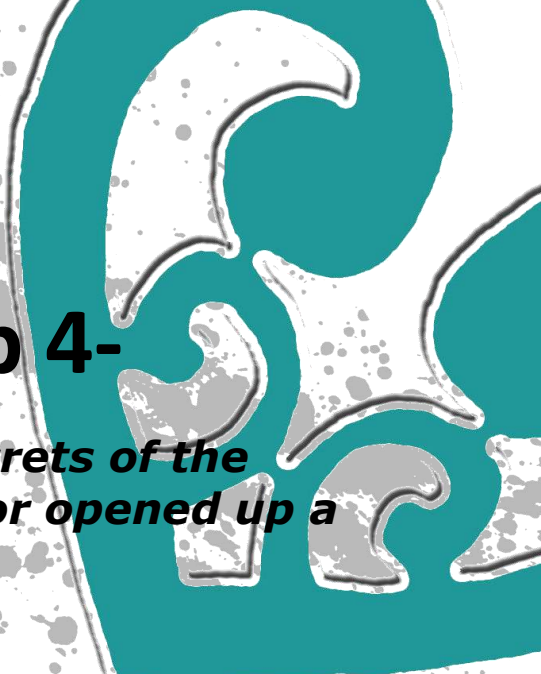
# Thoughts on workshop 4-

***No pessimist ever discovered the secrets of the stars or sailed to an uncharted land or opened up a new heaven to the human spirit.***

***Helen Keller***

***Be the change you wish to see in the work.***

***Ghandi***





WORKSHOPS

# Whakatauki/ Proverbs

E kore te totara e tu noa i te parae, engari me tu i roto i te wao nui o Tane

The totara does not stand alone on the plain, but stands inside the forest

A community without elders does not prosper. **Mozambican proverb**

Communities begin by building their kitchen. **French proverb**

Earth is not a gift from our parents; it is a loan from our children.

**Kenyan proverb**

Everybody can be great... because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and verb agree to serve. You only need a heart full of grace. A soul generated by love. **Martin Luther King, Jr.**

You do not need to know anything about a plant to know that it is beautiful.

**Montagu Don**

It takes a village to raise a child. **Attributed to an old African proverb**

The frog does not drink up the pond in which it lives. **Unknown**

Hūtia i te rito o te harakeke  
Kei hea te tauranga o te komako e  
kō?  
E kī mai koe ki au  
He aha te mea nui o te ao?  
Māku e kī atu  
He tāngata, he tāngata, he tāngata

*When the heart is torn from the  
flaxbush  
Where will the bellbird rest?  
You ask me, what is the greatest  
thing of this world?  
I reply, it is people, it is people, it is  
people*



**WORKSHOP1**

***-What did you enjoy most about today's workshop?***

***-What did you least enjoy about today's workshop?***

***-What was the one key thing you got out of today's workshop?***

***-At the next session it would be great if.....***



**WORKSHOP2**

***-What did you enjoy most about today's workshop?***

***-What did you least enjoy about today's workshop?***

***-What was the one key thing you got out of today's workshop?***

***-At the next session it would be great if.....***



**WORKSHOP3**

***-What did you enjoy most about today's workshop?***

***-What did you least enjoy about today's workshop?***

***-What was the one key thing you got out of today's workshop?***

***-At the next session it would be great if.....***



WORKSHOP4

***-What did you enjoy most about today's workshop?***

***-What did you least enjoy about today's workshop?***

***-What was the one key thing you got out of today's workshop?***

***-At the next session it would be great if.....***