



WHANAKE O TE KŌPARA

IMPACT REPORT 2023

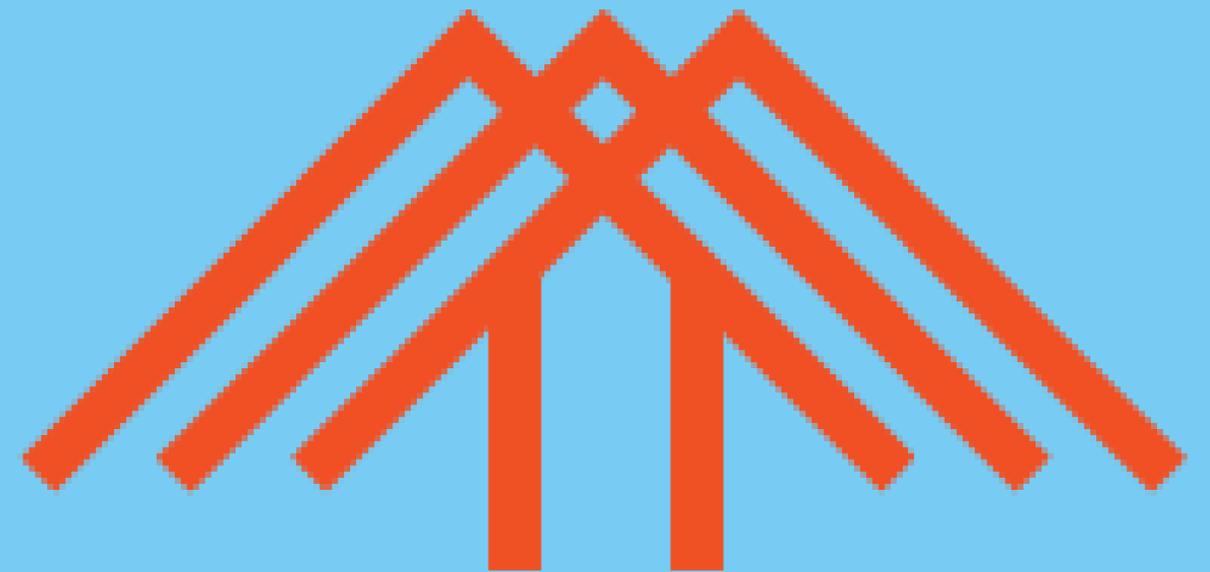
CURATED AND CO-FACILITATED BY

shift



Mā te huruhuru, ka rere te manu.

ADORN THE BIRD WITH FEATHERS SO IT CAN FLY





Whanake

to grow, to develop, to move onwards, move upwards.



Kōpara

the bellbird (especially the female bellbird), known for its strong, clear, liquid songs.

E te whānau

Whāia te mātauranga kia mārama

Kia whai take ngā mahi katoa

Tū maia, tū kaha

Aroha atu, aroha mai

Tātou i a tātou katoa

For this family

Seek knowledge for understanding

Have purpose in all that you do

Stand tall, be strong

Let us show respect

For each other

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INTRODUCTION



Whanake o te Kōpara is a leadership development programme established for young women aged 19 to 25. Built upon the foundations of co-design and social learning spaces, it aims to amplify the strengths of the individual, enabling them to uplift themselves, their community and the sector that surrounds them.

Whanake o te Kōpara is co-designed with the young women participating to ensure it meets their unique needs. There has been three programmes, the first delivered between March 2021 & January 2022, and the second between March and November 2022, and the third between May and September 2023.

If you want to watch an impact video from the first Whanake o te Kōpara programme [click here](#).

Purpose

Using human-centred leadership frameworks and practices, the programme intentionally focuses on the learning gained through the journey, rather than its outcome.

It amplifies the strengths of each individual, enabling them to create change within themselves, throughout their wider community and the sectors they contribute to.

Facilitated and led by The Shift Foundation and Women in Sport Aotearoa this mahi was informed by an identified gap in leadership opportunities for young women, particularly in the sport, active recreation and wellbeing sectors.

The programme was designed to address this gap, offering a safe and empowering environment for the participants to begin and build their leadership journey while strengthening their confidence, values and self-belief.



2023 Participants

Applications were invited from young women from around Aotearoa. These young women were not in leadership positions, in fact, some of them believed that they were not 'leadership material'.

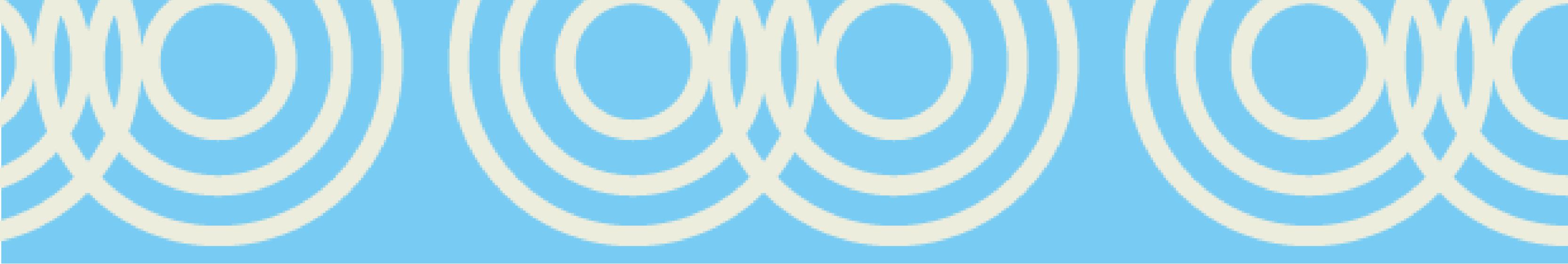
The programme has enabled them to identify their values, passions, strengths, and they have demonstrated the ability to make a difference to the people in their communities and have developed their confidence to exercise leadership.

Twenty participants were selected from across the motu, from Tāmaki Makaurau to Ōtepoti (Dunedin).

Each young woman differed in the way they had grown up, what opportunities they have had access to, their education, their age and their ethnicities.

Participants identified as Māori, Samoan, Filipino, Indian South-African, Fijian-Indian, European-American, Thai, Vanuatuan, Fijian and Pākehā.

However, they all shared a common passion for physical activity and wellbeing, and a desire to create systems change, to challenge the frameworks and structures they had traditionally learnt from and build their confidence as diverse leaders.

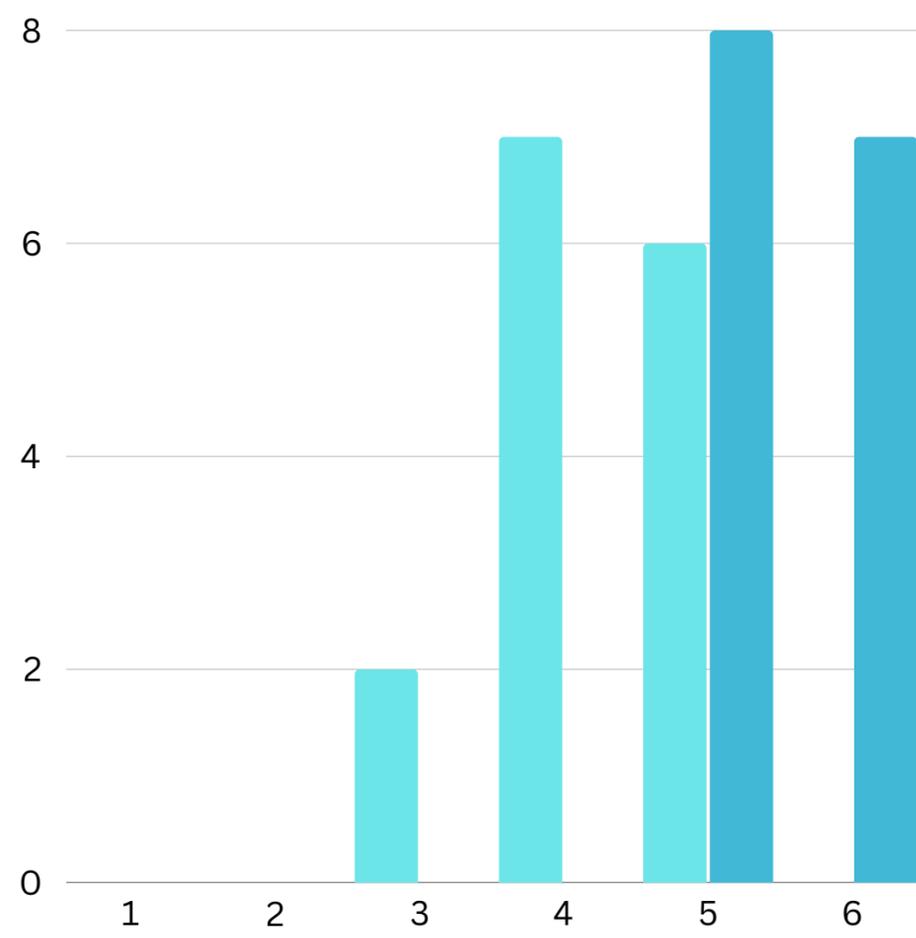


Confidence

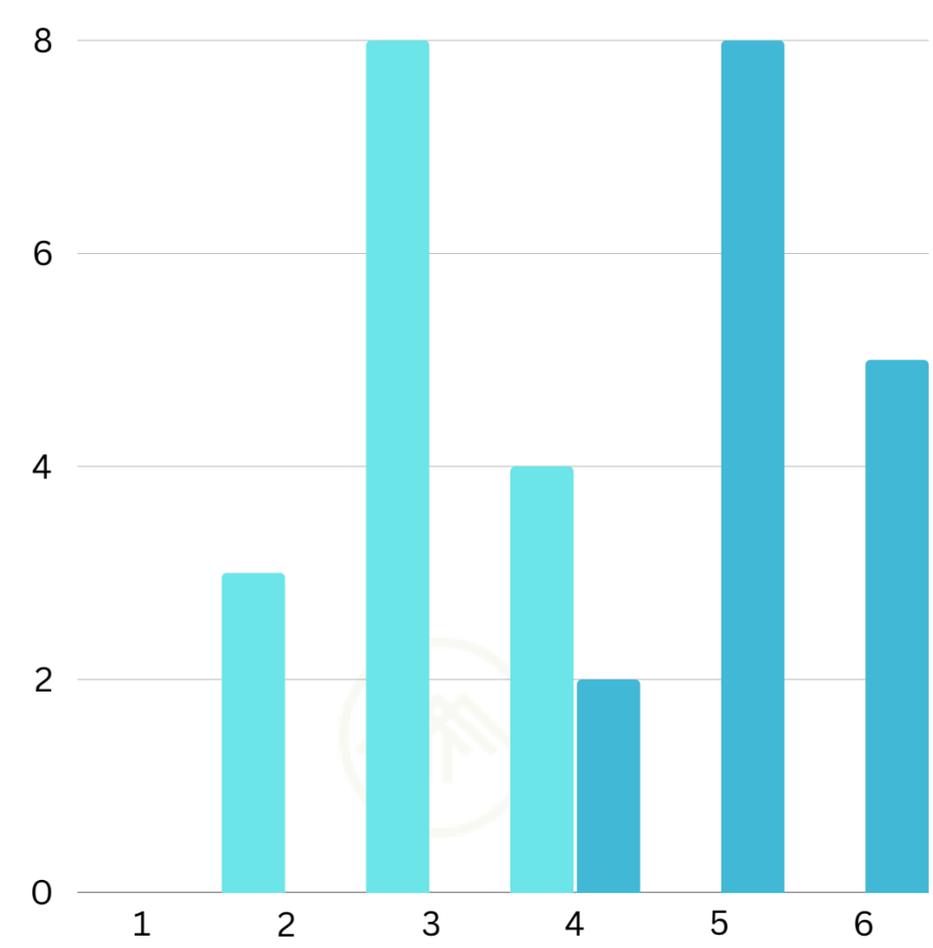
Pre-survey responses (May)



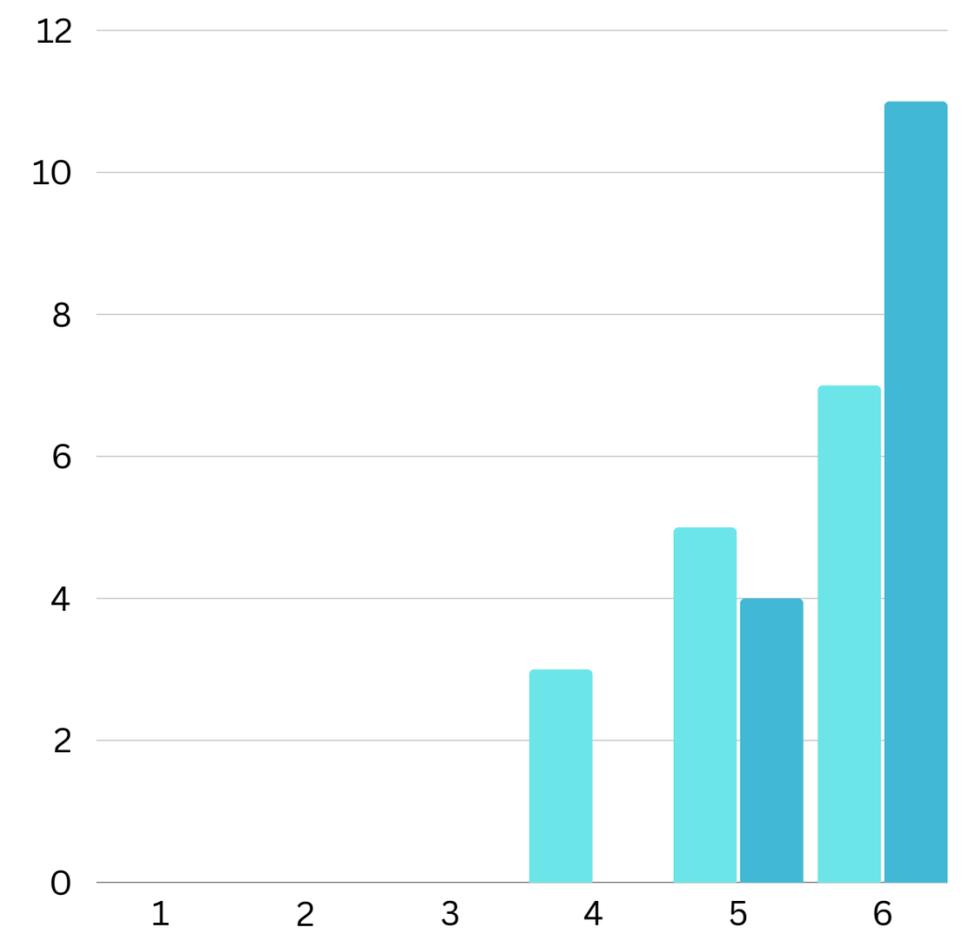
Final survey responses (September)



I feel confident to try new things



I feel confident to express my ideas



Do you think Whanake o te Kōpara will help you to feel more confident about what you can achieve?



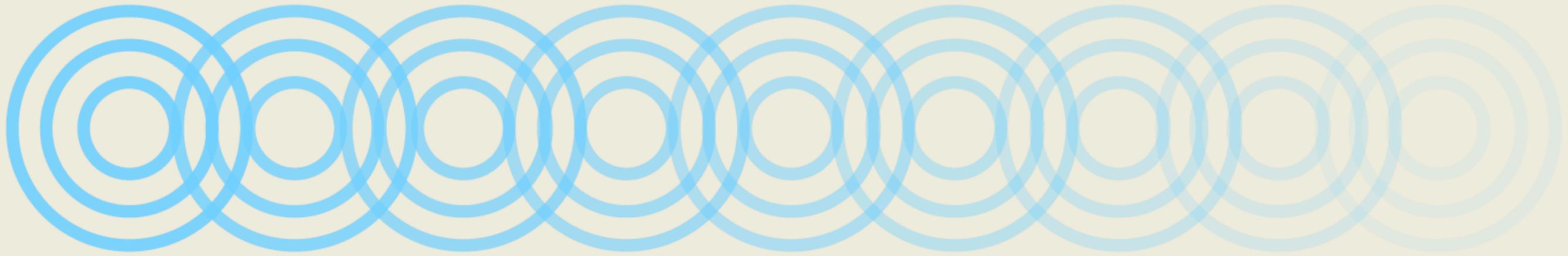
2023 Programme

Whanake o te Kōpara is a six month Leadership Development Programme. In 2023 the programme consisted of two digital hui and three kanohi ki te kanohi (face-to-face) weekend wānanga based in Te Whanganui-a-Tara (Wellington) and Ōtautahi (Christchurch).

The aim of the programme is to connect young women who are passionate about the role of sport and physical activity to contribute to broader wellbeing/hauora of priority population groups in Aotearoa, and support them in their personal and professional development.

To achieve this, each participant developed their own 'Action Plan' to deliver, produce, create or advocate for something meaningful to them in their local community.

Through action planning, prototyping, interaction and peer feedback the young women curated a community initiative or programme of work that was embedded within their own personal values. It's important to note that the intent of the 'Action Plan' is not to expect a tangible outcome but to progress, develop and learn from the journey.

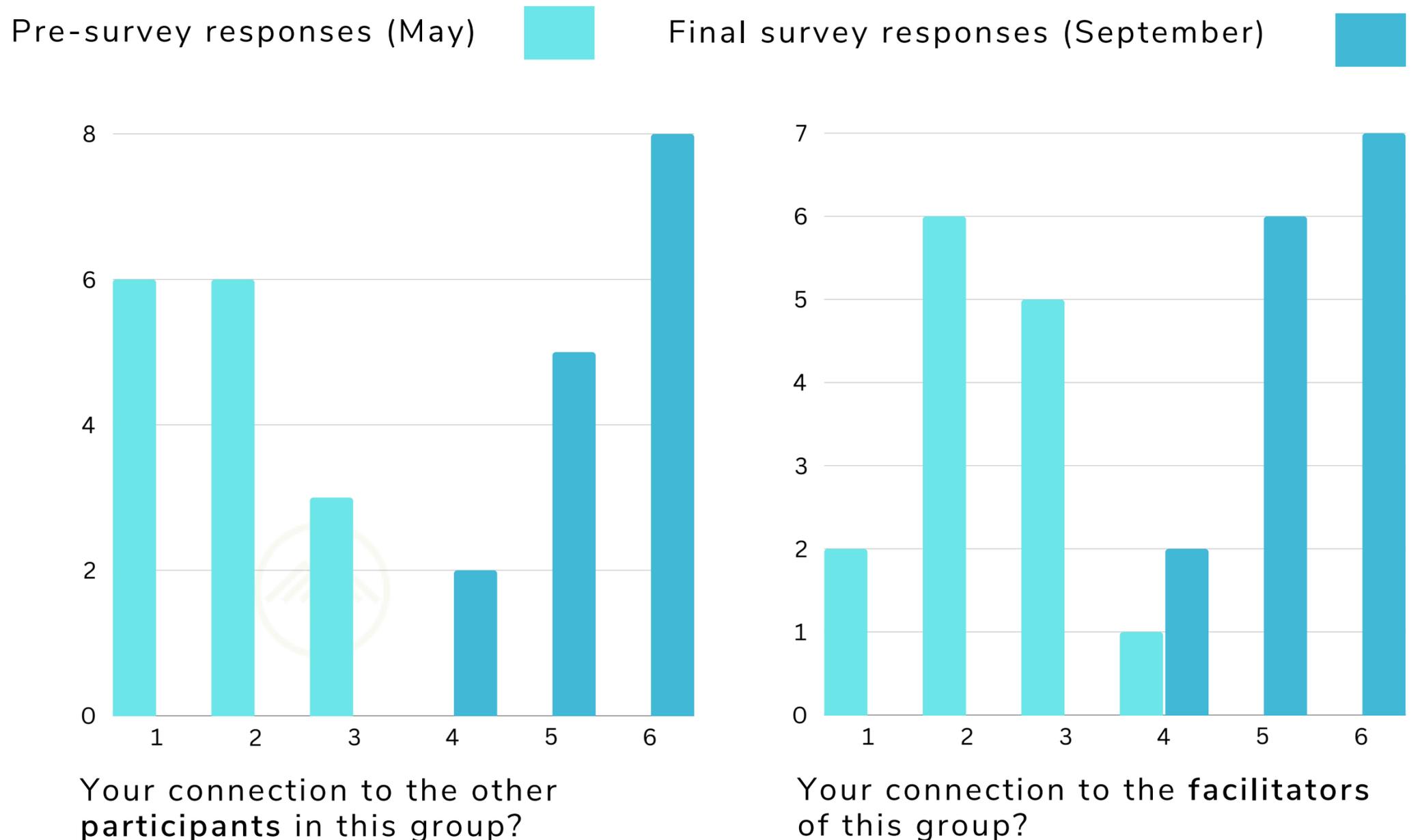


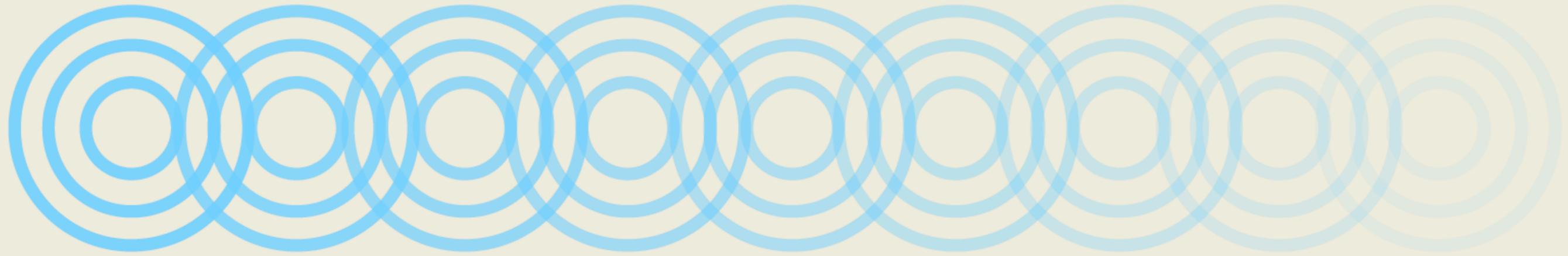
IMPACT

Throughout this programme, we have seen the participants benefiting as individuals, in their relationships and through leadership in action in the following ways.

Relationship benefits:

- Form a deeper appreciation of the different personality traits and communication styles of others by developing approaches to engage their peers in more diverse ways.
- Fill their kete with tools, frameworks and resources that enable them to make changes in their personal and professional lives.
- Forge lifelong connections with other participants and facilitators of the programme.





Programme Impact continued

Individual benefits:

- Identify and strengthen their own value sets, belief systems and sense of self.
- Improve their leadership confidence and competence.
- Strengthen their connection to and understanding of Te Tiriti o Waitangi, tikanga Māori and te ao Māori.
- Challenge themselves physically and mentally when participating in group activities and challenges.
- Surprise themselves in their own ability to accomplish the things that they didn't think they had the skills or confidence to do.



My voice carries weight and I need to believe in my ability to speak up and share my knowledge and experiences

Leadership in action:

- Feel empowered as individuals to contribute to the wellbeing of their communities.
- Understand and appreciate the issue of equity in professional spaces and harness the tools to make change in these areas.
- Forge a unique capability set and better understand the concept of leadership that doesn't fit the traditional mould.



While the impact on the individual participant is a critical outcome, the ripple effect of the programme is equally important. By participating in this programme, young women have the power to create change, address issues of inequity and be part of a new generation of young women exercising leadership in Aotearoa.

VALUE CREATION

Whanake o te Kōpara has had a positive impact on the young women participants and programme facilitators.

To understand the programme's impact, the Value Creation Framework (on the following page) by Duarte, Culver and Paquette (2021) has been used.

This approach uses eight value cycles to show:

- how Whanake o te Kōpara has generated value
- how that value has been translated by doing something with it
- how we set our hopes and expectations for Social Learning Spaces (SLS)
- how we evaluated whether the value is making a difference

We asked the young women, in their final survey, to share how they felt about the programme with one word:

EMPOWERED

Peaceful

Inspired

WHOLE

Grateful

Fulfilled

Loved



Orienting

Interacting with the broader landscape

“The first wānanga really reemphasised to me that I put too much pressure on myself, I think I needed that reminder so I'm glad it happened at the start of this journey! I also really loved Sarah's explanation of kaitiakitanga in relationship to leadership, I hadn't never thought about it that way”. Kelly

Intermediate

Participant experience of the Social Learning Spaces

“I really enjoyed the feeling of being surrounded by like minded women who are on the same wavelength. Its a very cool environment and is very hard to find in every day life”. Keira

“I have never been in an environment where I genuinely feel so safe and there is no judgment from the facilitators or the other girls in the programme. The opportunities and resources that are provided to us and meeting new people to share their story and knowledge has been very impactful throughout this journey”. Kelsey

Potential

What do you get out of the Social Learning Spaces

“I enjoyed having personal and deep conversations with some of the girls, and being around women who have similar values”. Shayal

“That everyone comes from somewhere different, with their own story to tell, and we will learn so much from one another by listening and thinking about how we can use our past to help the future”. Jessica

Transformative *Deeper or broader effects*

"This six-month journey has been nothing short of transformative for me and all the other kōhine/young women fortunate enough to be a part of it. Your dedication to guiding and mentoring us has left an indelible mark on our lives. The programme's mission to connect young women who share a passion for the role of sport and physical activity in the well-being/hauora of priority population groups in Aotearoa resonated deeply with me. It has not only broadened my perspective but also helped me grow both personally and professionally.

One profound lesson I've taken from this experience is the importance of filling my own cup, ensuring that what I do not only serves others but also nourishes my own well-being. Learning to prioritise my own passions alongside my professional responsibilities has been invaluable. This leadership course has been a lifeline. It not only rebuilt my confidence but also instilled in me a profound belief in my capabilities. The skills and knowledge I've gained here have helped me overcome past obstacles, ensuring that I am not defined by the challenges I faced with my predecessor. The impact of your leadership may be immeasurable, but I want you to know that it has been life-changing for me. I am forever grateful for the knowledge, support, and newfound confidence that this programme has given me. I hope to carry the wisdom and strength gained here throughout my working life, and I am immensely grateful to have both of you as sources of support and inspiration. You are both truly amazing and have made a profound difference in my life". Kylie

Realised *The outcome of applied value*

"You can be assertive and still be kind. I really enjoyed the lead the way aspect (and everything else) but personally, I know that being in a managerial position trying to lead has been difficult for me as I want to lead, but still be seen as nice, which I then don't get the point across when reality is, you can be both. I really like the quote "the standard you walk past is the standard you set". Brittany

"The pepeha workshop was really powerful to me, particularly around if you say you a person of the Tiriti that it comes with responsibility and you it's a privilege. The spoken word workshop was really impactful and allowed me to reflect a lot". Briana

Strategic

Conversations with stakeholders

"Lot's of stuff about the journey to becoming a CEO from Nicky". Kelly

Enabling

What should be in place to make it possible

"The power of connection, and bravery as a group". Bridget

I really enjoyed the location and the environment we were in, it was beyond beautiful and I think it fostered a great space for us to all come together". Caitlyn

Applied

What you do with what you gained

"A couple of weeks on from the conclusion of Whanake, I just wanted to flick through an email to thank you once again for the opportunity you helped to provide me. I applied on a whim but I'm so glad I did as the programme has had a huge impact on my thinking and understanding myself. I thought as one of the youngest it was very informative in terms of inspiration of what my future could look like and how to achieve the things I want. It also provided insight into remembering what my passion is and understanding I will probably do my best work when it is something to do with what I'm passionate about. It was also really awesome to connect with other women who I would never get the opportunity to connect with at this point in my life". Keira

ACKNOWLEDGEMENTS

We were incredibly grateful to be gifted and guided by some of Aotearoa's leaders across a range of sectors. They generously provided their time, tools and frameworks to help bring our programme to life and complement our guiding principles and kawa.

Ngā mihi

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- Te Rau Karamu marae
- Nicky van den Bos, CEO, Women in Sport Aotearoa
- Whanake Alumni - Te Aomania Te Koha, Cheycoda Cocks, Katleyn Elley, Danielle Watson



WHANAKE O TE KŌPARA

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