



WHANAKE O TE KŌPARA

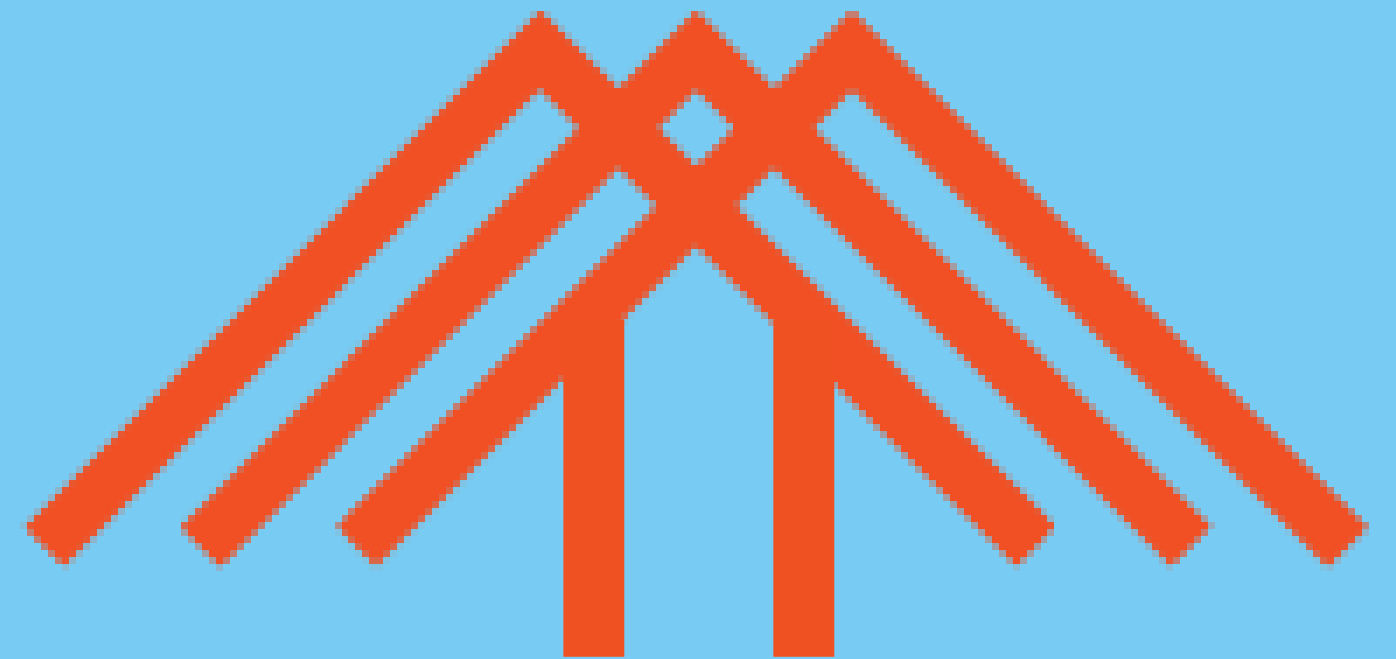
IMPACT REPORT 2024

CURATED AND FACILITATED BY



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

CONTENTS

Introduction	4
Impact	8
Value Creation	10
Acknowledgements	14

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 have been four programmes. The first delivered between March 2021 & January 2022, the second between March and November 2022, the third between May and September 2023 and the fourth between February and May 2024.

If you want to watch a four year impact video of 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.



2024 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'.

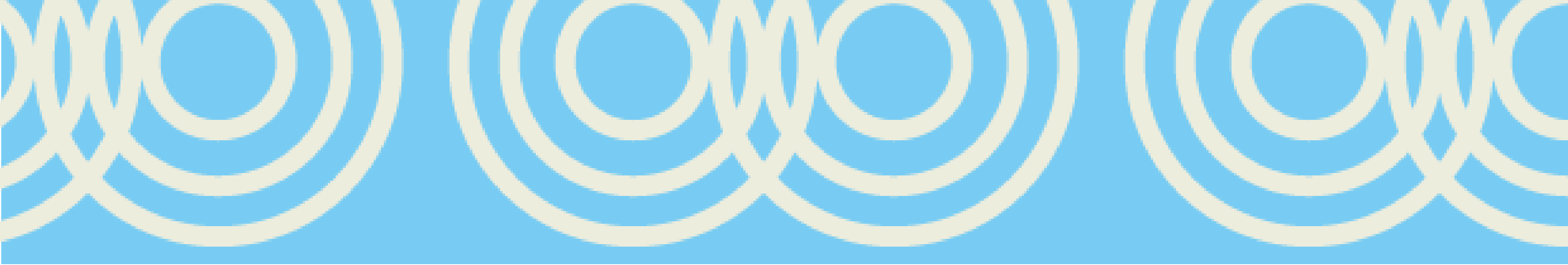
The programme has enabled them to identify their values, passions, strengths, and they have demonstrated the ability to make a difference to the people in their communities and have developed their confidence to exercise leadership.

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

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

Participants identified as Māori, Samoan, Japanese, Tongan, Niuean and Pākehā.

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.

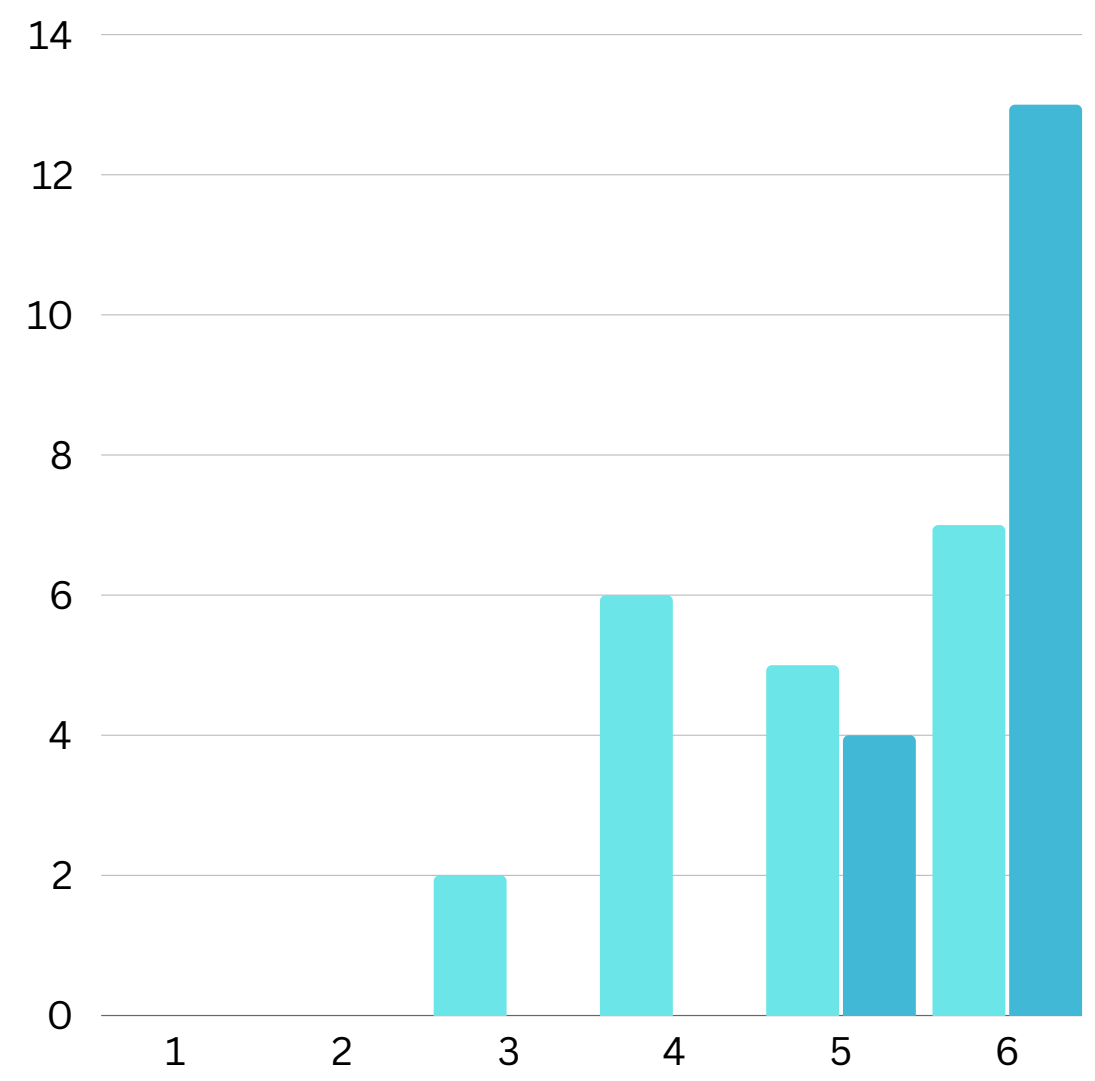


Confidence

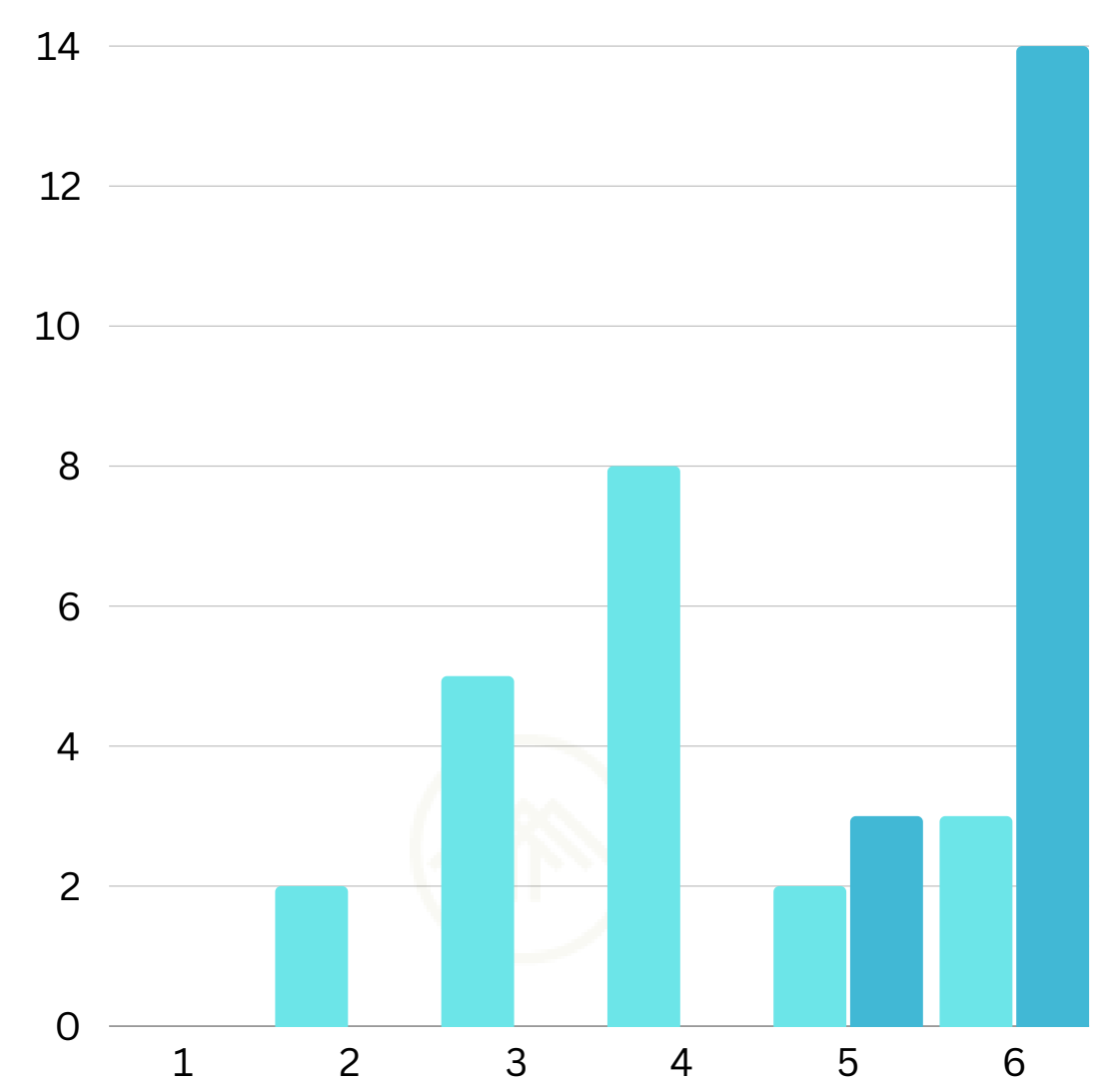
Pre-survey responses (Feb)



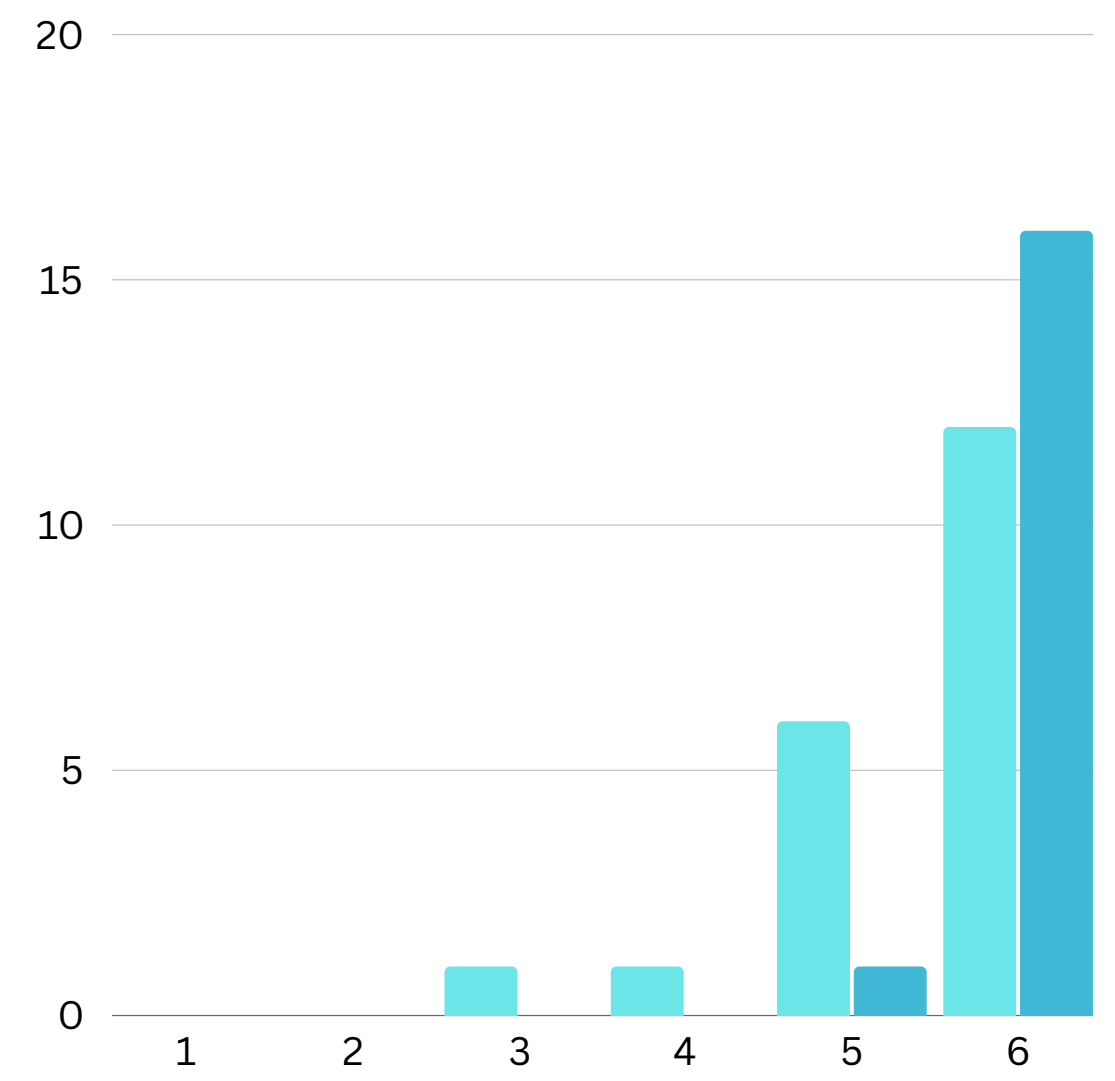
Final survey responses (May)



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?



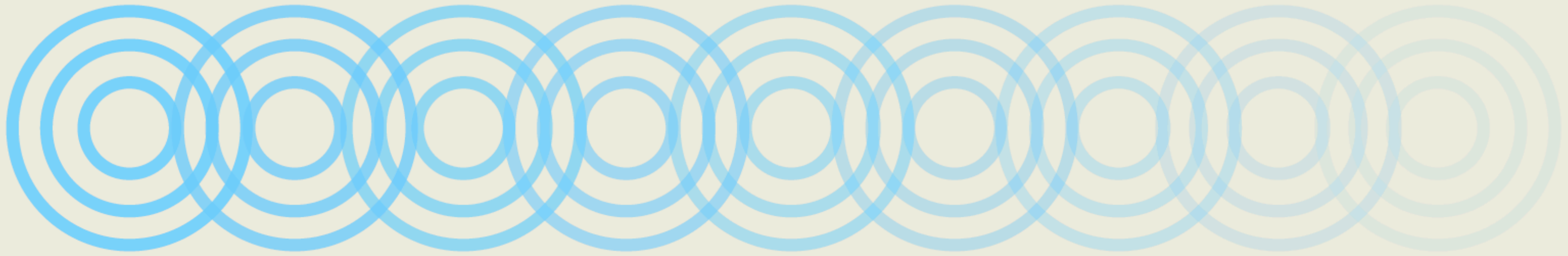
2024 Programme

Whanake o te Kōpara is a six month Leadership Development Programme. In 2024 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 the 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 reflecting their own personal values. It's important to note that the intent of the 'Action Plan' is not to expect a tangible outcome by the end of the programme, but to progress, develop and learn from the journey.

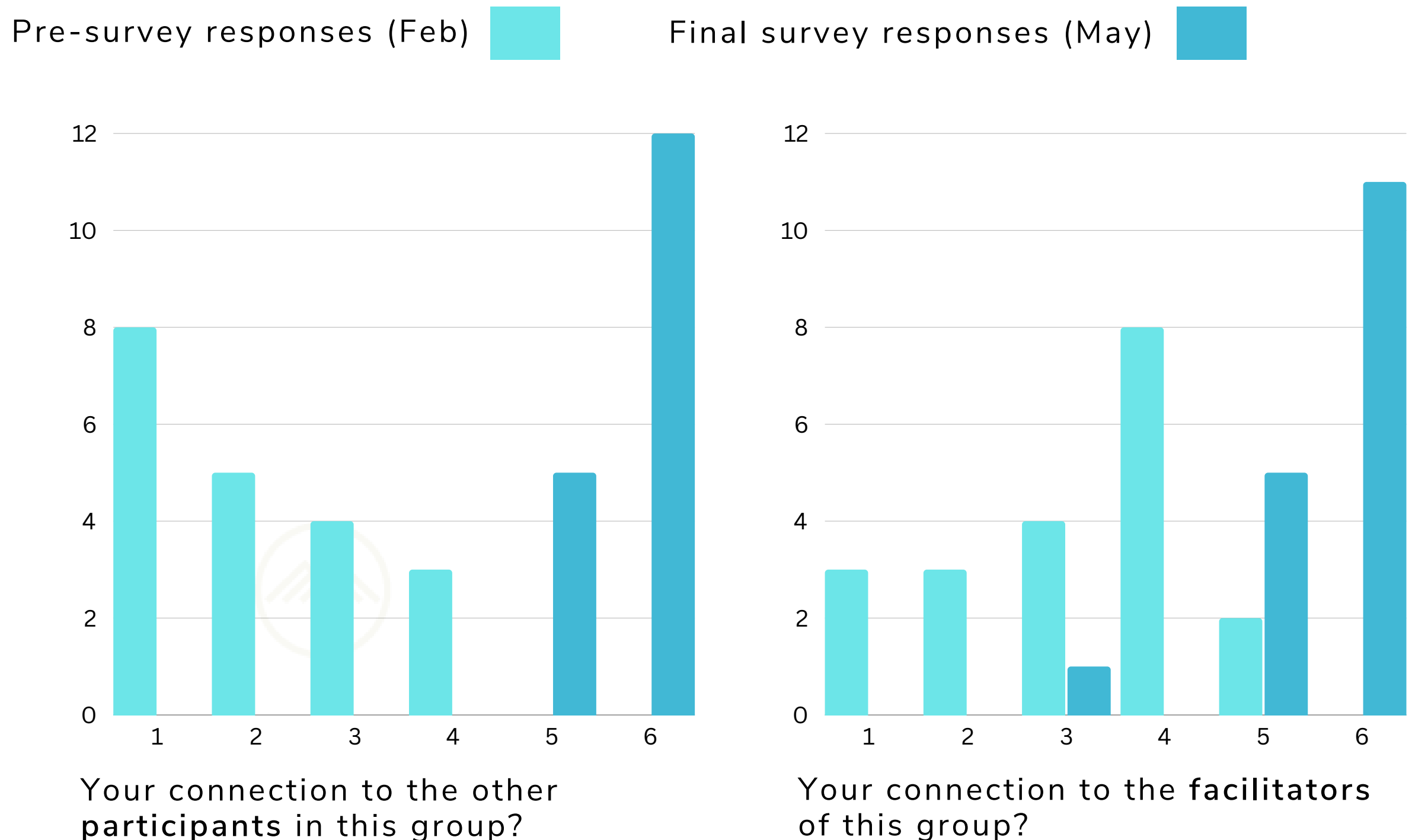


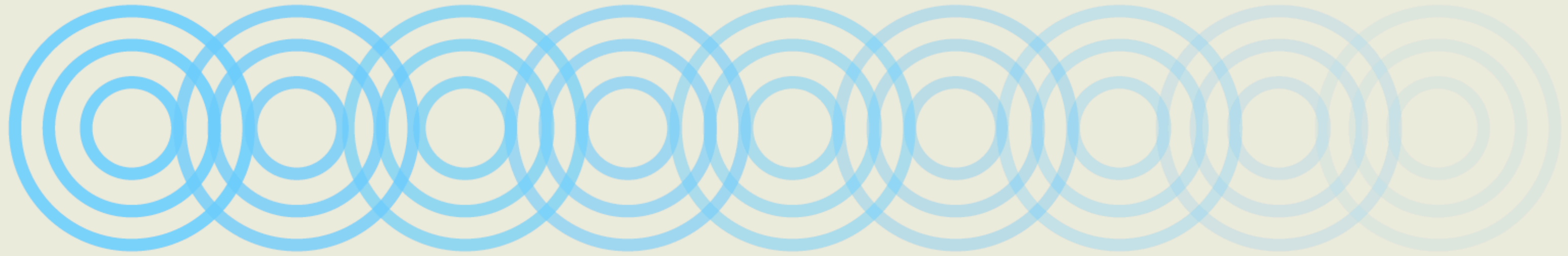
IMPACT

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 behavioural 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.



Having a new found value and acceptance for who I am as a person, and what I bring to the table

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 mold.



While the impact on the individual participant is a critical outcome, the ripple effect of the programme is equally, if not more 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 created Social Learning Spaces (SLS)
- how we evaluated whether the value is making a difference



Love

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

GRATEFUL

Peaceful

Inspired

BLESSED

Grounded

Passionate

Orienting

Interacting with the broader landscape

“One thing that I will take away from this wānanga though is to never apologize for being true to myself. I will never change who I am to comfort others nor will I lower my standards just because others can not meet it. I am enough and if others can't see that then that's their problem not mine”. Lotte

Intermediate

Participant experience of the Social Learning Spaces

“I really enjoyed being in a space for women, facilitated by women. It's just such a unique experience to be in a space like this and I'm so grateful for this experience”. Alyssa

“The ability to connect on such a deep level with a diverse group of Wāhine, feel empowered and inspired”. Ella

Potential

What do you get out of the Social Learning Spaces

“The realisation that having a support network of females similar in age with similar values is so comforting”. Selina

“Spreading the positivity and light that each and every single one of the women at WotK shared with me”. Charlotte

Transformative *Deeper or broader effects*

"WotK has changed my life, and while it may have made me look so deeply at my why and now I feel a little lost, it is in the best way. Questioning myself and what I want to do in life and where and how is all apart of my journey. I feel so deeply connected and valued by every other participant of this journey and have never been in a room with a group of Wāhine where we are all there to uplift each other and I am so so grateful, and now I have the best network - because..... your network is your net worth". Dantaye

Realised *The outcome of applied value*

"I think leadership and what it looks like will be constantly changing and evolving. I don't think being 'a leader' is going to look the same for anyone and it's important not to put too much pressure on ourselves to fit into a certain 'leadership mould'. I think the biggest thing I learnt is the power of authenticity, of bringing your true self and values to whatever mahi you're doing and growing from there". Daneka

"100% the poem writing with Daisy, and it was also the most memorable because I could never forget the vulnerability that was in the room and how safe everyone felt with sharing their deepest thoughts". Jewell

Strategic *Conversations with stakeholders*

"The pathway of Emma and Nicky [Sport NZ & WISPA] was awesome to hear about; taught me about the wide range of opportunities within the sports industry". Lucia

Enabling

What should be in place to make it possible

“Bonding with the girls, it was the highlight for me. I loved being able to be the best version of myself and seeing the girls open up in this space”. Georgia

The support from all the girls was really grounding. they make me feel like I can do and be more than I ever thought possible. I felt really connected and will carry these connections with me to build my network for life. I enjoyed all the small moments I got to share with each individual, and the little things i learned about each girl and how I can support them on there amazing journey through life. the connections and excitement we all have with and for each other is something I will carry with me forever, and when things get hard I now have the best group of people to lean on”. Dantaye

Applied

What you do with what you gained

"I really learnt so much about myself, it was all the golden nuggets from the speakers, the frameworks, emotional culture deck cards (my gosh have these come in handy in my personal and professional life!) wellbeing cards, learning from the other wāhine toa from the group and especially having amazing facilitators as role models. I learnt A LOT and even though I came into Whanake thinking I knew myself already however the opportunity to reflect and discuss a wide range of topics has opened my curiosity about my identity and hunger to continue self development. The tetra mapping has been a key navigator at work and at home”. Briar

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

The WISPA Kaimahi Teamies

Fran McEwen, Sarah Leberman, Erin Roxburgh & Merran Brockie-David

Expert Contributors & Supporters

- Ash Rihia, Dancer
- Chloe Bishop, Yogi
- Daisy Lavea-Timo, Speaker & Poet
- Elizabeth McNaughton, Disastrous
- Jeremy Dean, Riders & Elephants
- Junior Armstrong, Sport NZ
- Vicki, F45 Papanui
- Layna Hokianga-Pouaka, Kaimiri Healing
- Emma Evans, Sport NZ
- Louisa Wall, Champion for Women
- Megan Gordon, Massey University
- Te Whare Waka o Poneke
- Nicky van den Bos, CEO, Women in Sport Aotearoa
- Whanake Alumni - Te Aomania Te Koha, Cheycoda Cocks, Shannon Hewetson, Leanne Hammersley, Grace Ward, Georgia Canning, Shayal Ram, Grace Collis



WHANAKE O TE KŌPARA

FUNDED BY

