



WHANAKE O TE KŌPARA

IMPACT REPORT 2022

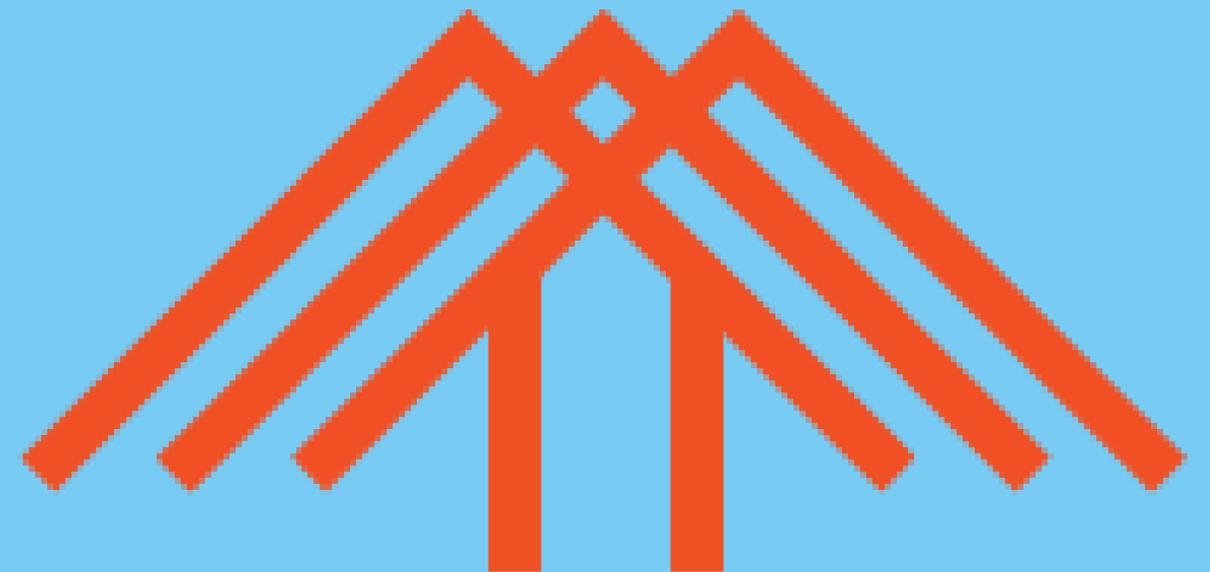
CURATED AND CO-FACILITATED BY

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 two programmes, the first delivered between March 2021 & January 2022, and the second between March and November 2022.

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.



2022 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'.

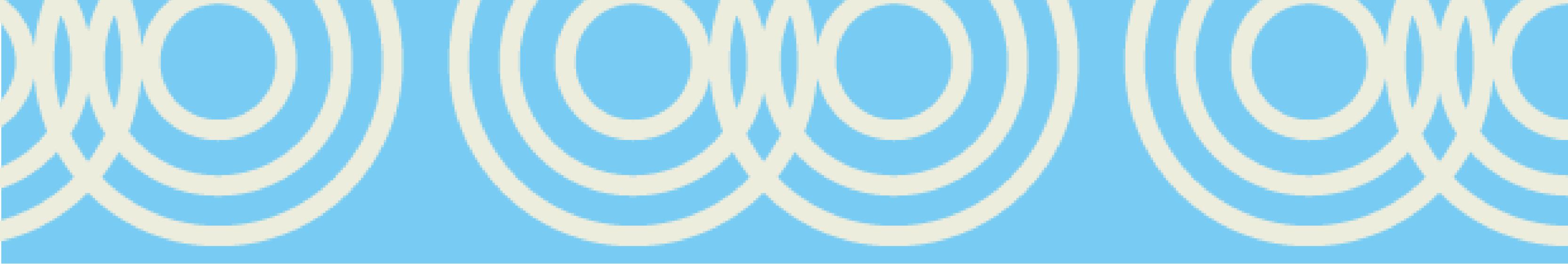
The programme has enabled them to identify their values, passions, strengths, and they have demonstrated the ability to make a difference to the people in their communities and have developed their confidence to exercise leadership.

twenty participants were selected from across the motu, from Tāmaki Makaurau (Auckland) to Waihōpai (Invercargill).

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.

More than 50% of participants identified as Māori, as well as Filipina, Lebanese, Chinese, German 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.

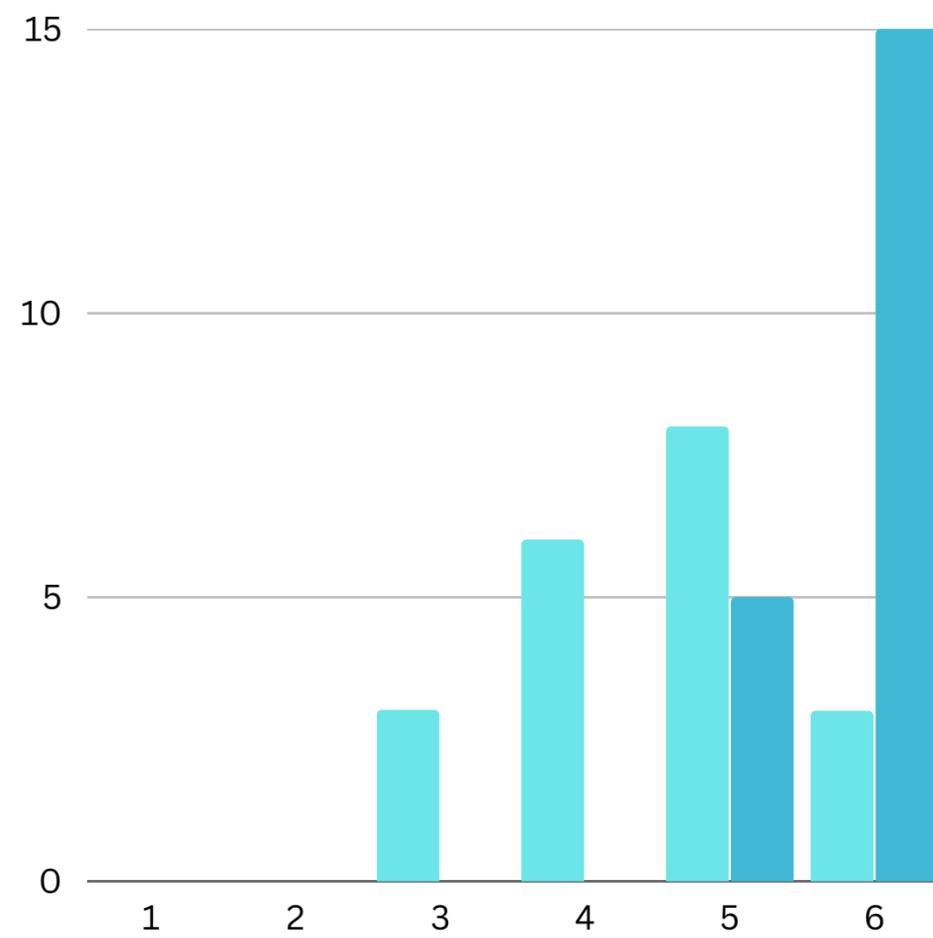


Confidence

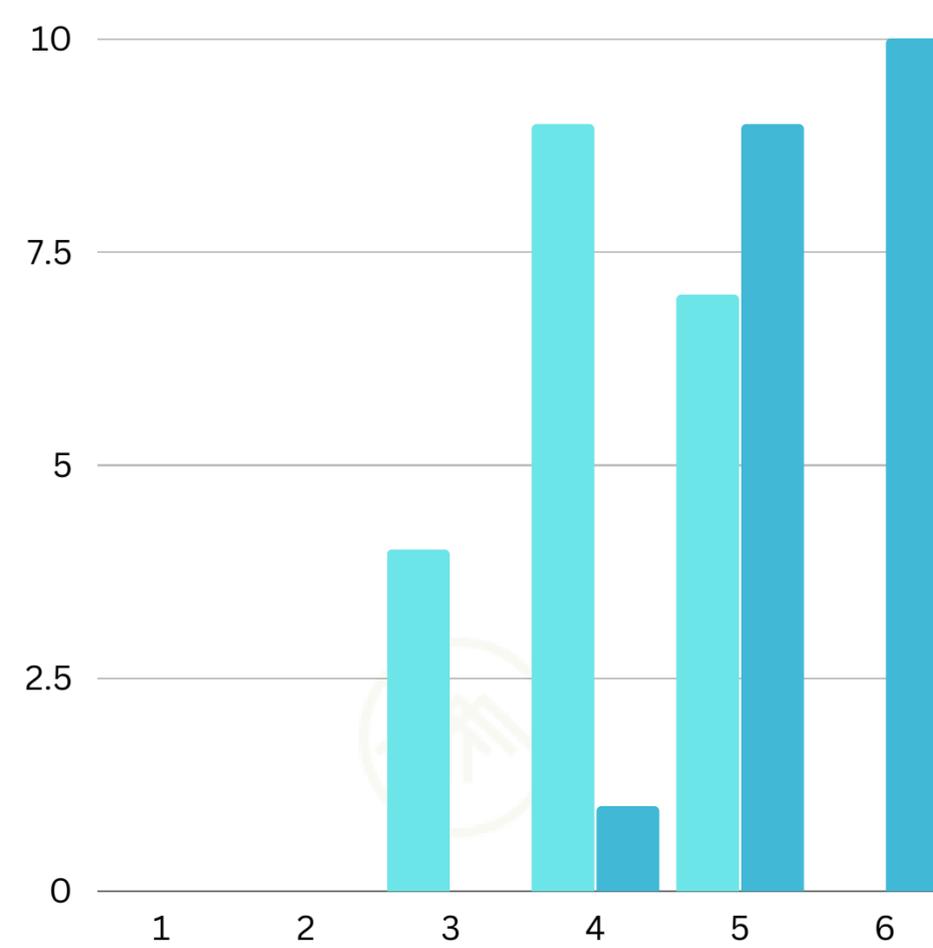
Pre-survey responses (May)



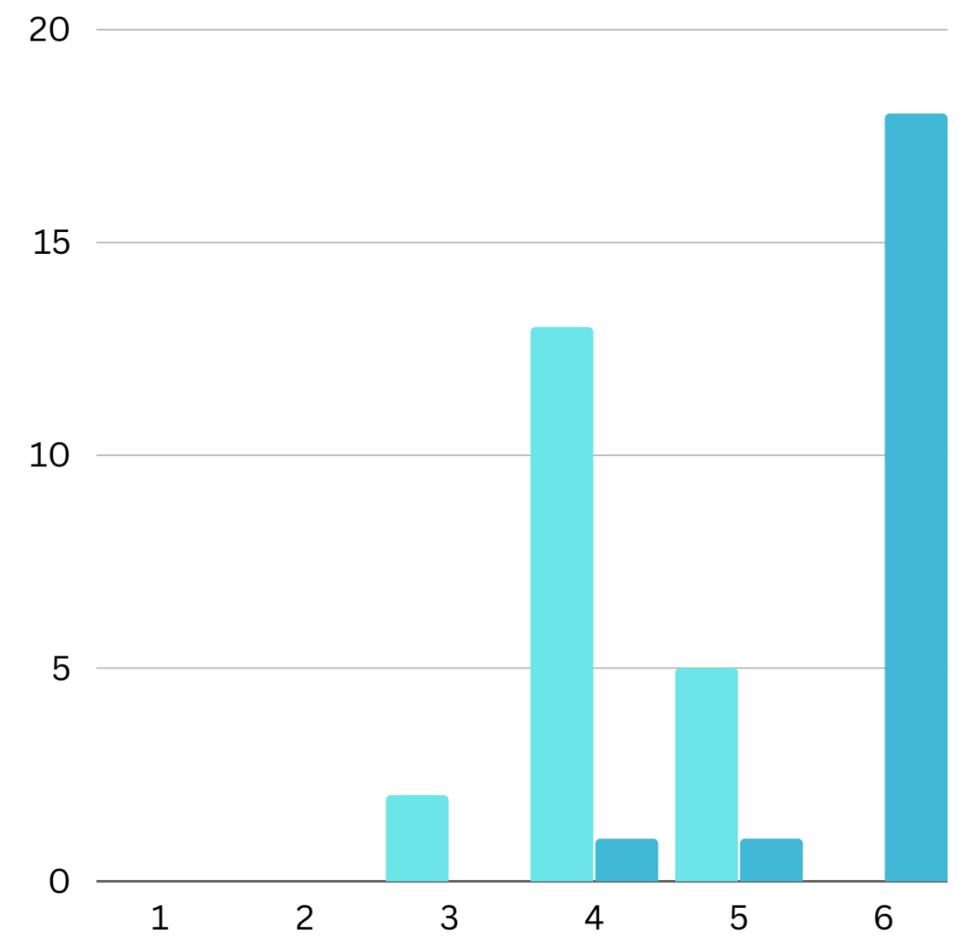
Final survey responses (November)



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?



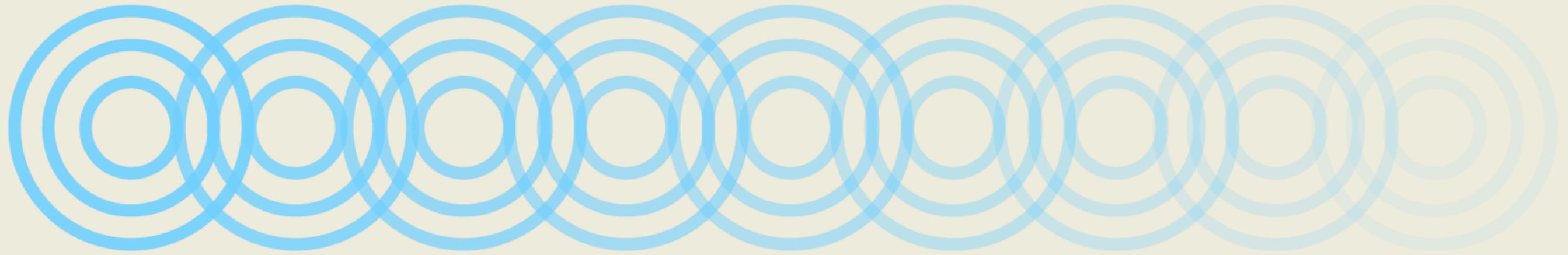
2022 Programme

Whanake o te Kōpara is a 6-7 month Leadership Development Programme. In 2022 the programme consisted of four 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.

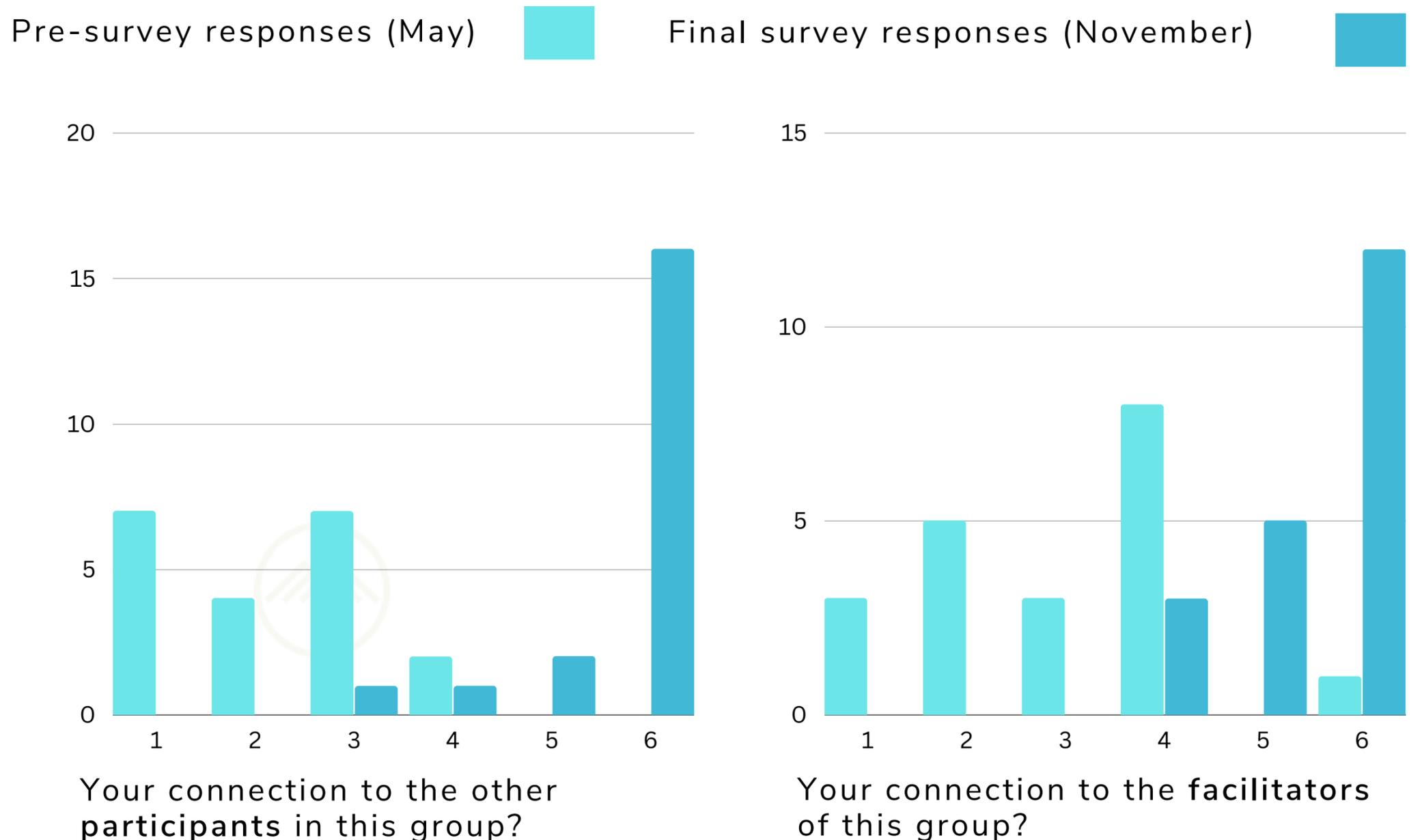


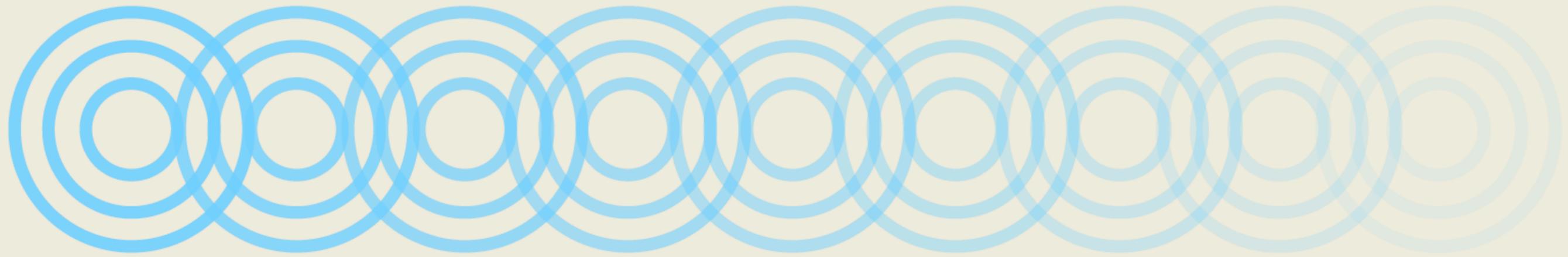
IMPACT

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

Connected

Inspired

WHOLE

Grateful

Optimistic

Loved



Orienting

Interacting with the broader landscape

"I loved the rafting, because it helped me feel grounded and doing something physical that I felt good doing. It gave me a chance to step up and lead. I also enjoyed the way we came together, because I felt like missing the first weekend put me on the back foot of feeling comfortable with everyone, but by the end of this weekend I was able to feel myself" - Danielle

Intermediate

Participant experience of the Social Learning Spaces

"Self love and self care. I never used to take care of myself in that way but being around everyone learning all these new things made me realise I need to do that more" - Jada

"Its okay to not be okay and reaching out for help is not a weakness - I now have a group of cheerleaders to support and listen to me when I'm struggling" - Katelyn

Potential

What do you get out of the Social Learning Spaces

"Focus on whanaungatanga building meaningful relationships with friends, family and people in my community. Getting to know and understand what they are going through rather than trying to go in and fix things" - Abby

"Its okay to not be okay and reaching out for help is not a weakness - I now have a group of cheerleaders to support and listen to me when I'm struggling" - Katelyn

Transformative *Deeper or broader effects*

"Being able to challenge myself in such a safe environment was important to me. I still can't believe for an introvert like myself that I could be so extroverted in front of so many ladies in the programme. Coming from a girls high school, I hated my experience with the teenage girls in my school so imagine going to a 6 month programme with the humans being all females - a challenge indeed. My confidence had been non-existent since January 2012 so being able to have that confidence go from a dangerously low 0 to a high 8-9 on a scale from 0-10, was absolutely unbelievable for me to comprehend.

Every single wāhine on that programme whether it be facilitator or participant, has been an absolutely awesome in creating that safe space. When something blows me away, it has to be significant and far out, I was blown away by everyone. It really changed my perception on women, given how much I struggled to be around women despite being a women myself especially since I was alienated a lot by the female professional musicians at the summer school and female teachers and peers at my high school.

Hands down, I guess that means my favourite experience is being able to feel valued and appreciated for who I am as Hazel with such amazing diverse wāhine to support me and the amazing lifelong friendships made!!" - Hazel

Realised *The outcome of applied value*

"Find a mentor! Re-assessing my leadership style and actions, emotional culture deck, looking more closely at how I engage with others and the world around me" - Isabella

"Having the knowledge to know you don't have all the knowledge and that bringing together those at the core of the issue and providing space and resources for them to lead is true leadership" - Shannon

Strategic

Conversations with stakeholders

"Being able to share our experience at IWG (international Conference on Women and Sport) was amazing. We were able to open up our little bubble and allow others to see the impact this programme has had on us" - Cheycoda

Enabling

What should be in place to make it possible

Meeting 19 new wonderful humans you expressed kindness towards me for my struggles, who acknowledged my past and accepted me for who I am as a person. Unfortunately in the past, I have been in 'leadership' teams that gave me shit for wanting to further my strengths, who at the same time dismissed my struggles because at least I was getting recognized and I got awards (empty wins), who I felt used constructive criticism to attack my character instead of helping build it. It was very lonely indeed. These girls showed me that I had simply met the wrong people because they, along with the facilitators, provided the space to let me grow holistically as a person" - Sam

Applied

What you do with what you gained

"To find my why and my passion. Working on my action plan, my initial thoughts was I wanted to run a programme around bring my whānau and my Iwi closer together and although I love my family and my Iwi, this wasn't an idea that ignited or even sparked my fire. My passion is development and the advancement of women and girls in all aspects. Supporting youth/teen Mums as I have been in their shoes and understand their struggles (to an extent of course). But my passion is to help these girls and maybe guys too, to keep aspiring to be everything they want to be and to keep striving for success. Because if I can do it, then sure as hell others can too, they just need someone who believes they can" - Sable

ACKNOWLEDGEMENTS

We were incredibly grateful to be gifted and guided by some of Aotearoa's and the United States' 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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- Raelene Castle, Sport NZ
- Whanake Alumni - Leanne Hammersley, Tabi Porter, Naomi Stewart & Georgia Mason



WHANAKE O TE KŌPARA

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