



Leadership Lab

Annual Impact Report 2022

Ehara taku toa i te toa takitahi, he toa takitini
Our strength is not as individuals, but as a collective



Kia ora from Leadership Lab

We're really excited to share with you the highlights of 2022 in this impact report.

Leadership Lab is a collective of passionate and diverse consultants all focussed on growing equitable and thriving communities and organisations in Aotearoa. We believe that collective approaches provide the key to addressing these complex challenges and we enable this through co-designing collective impact projects with communities and agencies.

As an Aotearoa New Zealand based organisation we are committed to giving effect to the articles of Te Tiriti o Waitangi which as the foundational document of Aotearoa describes the relationship envisaged by the Rangatira of the hapū with the British Crown.

We are guided by our values of mana ōrite, kotahitanga and manaakitanga. These values inform every project we engage in and are reflected in how we work and our commitment to Showing up Differently. The stories in this report shows the diversity of work we've been involved in across Aotearoa.

Ngā mihi

Dr Chris Jansen and Dr Pete Cammock - Leadership Lab Directors



What we've heard

"A great collaboration - there are more opportunities for collaboration and synergies in the space where we'd like to achieve equitable communities." Dr Hafsa Ahmed - Lady Khadija Trust

"We would like to express the support of the Rūnanga for the Leadership Lab to run the LinC Incubator programme in 2023 as this programme has proven to be effective and we hope you can support its continuance" Andrew Scott - Manager, Te Hapū o Ngāti Wheke Runaka @ Rāpaki marae

"Thank you for guiding our team retreat in such a respectful and focussed manner, with a sense of humour, with passion and an abundance of energy. It is pleasing to build a relationship between Te Tari o Te Tumu Tauwhiro and Leadership Lab and I hope that we can continue to explore opportunities to work together again in the future"
Peter Whitcombe - Chief Social Worker- Oranga Tamariki

"The wānaka at Rāpaki marae gave us an opportunity to think critically about what we can do consciously to address the question: How do we address bias and racism to ensure equity and inclusion for ākonga Māori and all ākonga in our Aotearoa kura?" Sam Forward - Tumuaki Tuarua/Deputy Principal, Darfield High School

"Rangatahi told the Puāwai team that it felt good to share and be listened to, and that it was nice to know that the Ministry of Education cared enough to ask for their honest opinions." Ari Dewar (they/them) - Puāwai Facilitator and Tuakana

*“Is it possible to use our influence
and power to create islands of
sanity in the midst of a raging
destructive sea”*

-Margaret Wheatley



VISION

Equitable and flourishing communities and organisations

STRATEGY

Fostering collective approaches to complex issues

Areas of Impact 2022



Social
Equity



Education



Gender
Equality



Health and
Wellbeing

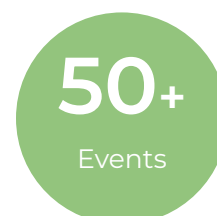


Income
& Work





A snapshot of our impact





2022 Projects



Ministry of Education

Cultural capability in Aotearoa kura

How do we address bias and racism to ensure equity and inclusion for ākonga Māori and all ākonga in our Aotearoa kura?



Ministry of Education

Leaders' Connect

"How do we provide a regular accessible way for isolated educational leaders to connect and grow?"



Southern DHB, CDHB, Pegasus Health, Canterbury Clinical Network

Community mental health initiatives

How do we support the specialist mental health system to better meet the needs of the communities they serve?



Ministry of Education and Ngāi Tahu

Grow Waitaha

"How do we build collaboration between over 150 schools in Greater Christchurch to rebuild and renew their learning programmes post-earthquake?"



LinC (Leaders in Communities)

Puāwai

Puāwai is a nine month rangatahi programme with a focus on diversity and inclusion for rangatahi/young people aged 15-18



LinC (Leaders in Communities)

Incubator

"How do we support leaders who grow equitable and thriving communities?"



LinC (Leaders in Communities)

Rourou

"How do we amplify marginalised voices for advocacy and to provoke system change?"



Tārai Kura

Tārai Kura

"How do we ensure that all new schools built in Aotearoa and both future focussed and also honour the cultural narrative of Aotearoa where they are situated?"

Areas of Impact#1: SOCIAL EQUITY



Project Examples:

- Challenging racism while promoting decolonization and re-indigenization of Aotearoa (Cultural Capability in schools) (Grow Waitaha)
- Developing knowledge regarding Aotearoa history including Te Tiriti o Waitangi (Cultural Capability in schools)
- Supporting rangatahi to explore and develop pride in their intersectional identities (Puāwai)
- Hosting wānanga to develop “Critical consciousness in Aotearoa kura” in partnership with Te Hapū o Ngāti Wheke at Rāpaki marae (Rourou)
- Supporting An Noor mosque to host a tour of the mosque and introduction to Islam (Rourou)
- Partnering with Immigrant journeys to profile the stories of immigrants in Aotearoa (Rourou)



Areas of Impact#2: EDUCATION



Project Examples:

- Activating marginalized voices to provoke systems change (Rourou)
- Building confidence and competence in Culturally sustaining leadership (Cultural Capability in schools)
- Enhancing collaboration between schools and Kāhui Ako (Grow Waitaha)
- Developing teacher expertise in culturally sustaining practice and future focussed learning (Grow Waitaha)
- Ensuring new schools are built to be future focussed (Tārai Kura)
- Curating video tools into self-directed learning modules (Leaders Connect)
- Ensuring new schools have a relationship with mana whenua and are culturally grounded on the place where they are being built (Tārai Kura)



Areas of Impact#3: GENDER EQUALITY



Project Examples:

- Exploring inclusion and system change (Cultural Capability in schools)
- Providing a platform for gender-diverse young people to share their voice and create resources that help schools create safe learning environments (Grow Waitaha)
- Validating diverse gender identities and growing acceptance and understanding in wider society (Puāwai)
- Providing equitable work opportunities for all genders, ratio: 28 women: 2 non-binary: 22 men)
- Co-hosting with MOE (Ministry of Education) a rangatahi hui focussed on Hauora and discrimination (Rourou)



Areas of Impact#4: HEALTH AND WELLBEING



Nau te rourou, naku te rourou, ka ora ai te iwi
With your food basket and my food basket the people will be fed.



Leadership
in Communities
rourou

Hauora Tū

Rangatahi wellbeing voices
from our kura

MINISTRY OF EDUCATION
TE Kaitiaki Take Kōwhiri
Mātauranga

leadership
lab



Project Examples:

- Connecting educators to minimize isolation and enhance wellbeing (Leaders Connect)
- Fostering collaboration and equity in mental health (Community mental health initiatives)
- Growing leadership within the health sector (Community mental health initiatives)
- Nurturing the wellbeing of community leaders and their confidence as Tangata Tiriti (bicultural partners) (LinC Incubator)
- Rangatahi facilitating events and podcasts to share their voice (Puāwai)



Areas of Impact#5: INCOME & WORK



Project Examples:

- Hosting accessible professional learning online events that focus on a wide range of educational priorities (Leaders Connect)
- Providing meaningful work and sustained income for intersectional leaders
- Tuakana (young leaders) gaining real-world experience in designing and leading initiatives to support rangatahi (Puāwai)
- Intentional mentoring of young leaders (Puāwai and Te Whāriki)



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