

# Leadership Lab

**IMPACT REPORT 2024**

# KIA ORA

**Ehara taku toa i te toa takitahi, he toa takitini**

*Our strength is not as individuals, but as a collective*

We are a Tiriti o Waitangi-led, impact focussed leadership consultancy. We grow leaders in Aotearoa New Zealand who develop equitable and flourishing communities and organisations.

**Committed to giving effect to**  
the articles of Te Tiriti o Waitangi

**Inspired by our vision to see**  
Equitable and thriving communities and organisations

**Through growing leaders who are**  
Fostering collective approaches to complex issues

**Guided by our values**  
Mana Ōrite, Kotahitanga and Manaakitanga

**This is who we are.**

# LEADERSHIP LAB FOUNDATION

The Leadership Lab Foundation was set up in 2023 as a means to create a sustainable foundation on which to grow and embed the work that the LinC (Leadership in Community) Programmes have been contributing to the Waitaha (Canterbury) region since 2015.

The current Trustees are: [Jenn Chowaniec](#), [Lexie Reuben](#), [Pete Cammock](#) and [Chris Jansen](#)

In carrying out the Charitable Purposes, the Trustees are guided by the following principles (Mātāpono):

1. Acknowledging Te Tiriti o Waitangi (the Treaty of Waitangi) as the foundational document of Aotearoa.
2. Committing to being guided by our values of mana ōrite, kotahitanga and manaakitanga;
3. Respecting and validating the diverse identities of all people and communities and in particular those who experience discrimination and marginalization because of their identity.
4. Enabling positive social change in growing equitable and thriving communities
5. Maintaining high standards of professionalism, integrity and ethical conduct.



## **READ MORE**

*How can a Charitable Trust create a sustainable platform for our LinC (Leadership in Communities) projects?*



# WE'RE A B CORP

There's a growing global movement of businesses wanting to normalise the doing of more good than harm. Leadership Lab has, for a long time, self-identified as being a purpose-led social enterprise. We believe in, are deeply committed to, and actively pursue a thriving and equitable society. We're shameless and open about our commitment to a better world and choose to work exclusively with others trying to move needles worth moving.

We're very proud to have joined the B Corp movement. We were pleased to benchmark ourselves against our global peers and are thankful for the stones we were made to upturn throughout the incredibly rigorous assessment process. Working through it helped us do some things that we had been wanting to do, which we now do better than we would have otherwise.

## [READ MORE](#)

*Why we're happy to be one, and why we almost abandoned the process in protest.*

Certified



Corporation

1 NO  
POVERTY



3 GOOD HEALTH  
AND WELL-BEING



4 QUALITY  
EDUCATION



5 GENDER  
EQUALITY



8 DECENT WORK AND  
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



10 REDUCED  
INEQUALITIES



16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



# CREATING REAL IMPACT

We aspire to grow equitable and flourishing communities and organisations across Aotearoa, through growing leaders who focus on the below [impact areas](#):



## **enacting Te Tiriti o Waitangi**

We understand our shared histories in Aotearoa NZ and promote inclusive practices for all people



## **transformative learning**

We are committed to education that meets the needs of all learners and exists in the realities of the modern world



## **radical inclusion**

We actively surface voices, experiences, and perspectives that are otherwise marginalised or passed over



## **hauora & wellbeing**

We take a broad and inclusive view of wellbeing, which holds quality of life as a high priority



## **thriving relationships**

We recognise and harness the power of workplaces as environments to influence the quality of life of all workers

# 2024 IMPACT SNAPSHOT

50+  
EVENTS



400+  
COACHING  
SESSIONS



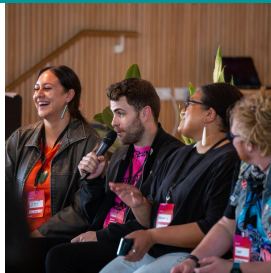
50+  
FACILITATORS



200+  
WORKSHOPS



8  
PROJECTS



40+  
RESOURCES





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

*-Margaret Wheatley*



# WELCOME NEW DIRECTORS

In January 2024, we welcomed two new Directors to Leadership Lab Ltd. Danette Abraham and Te Ao Marama Apiata had been involved across much of the mahi of Leadership Lab for around 10 years including roles such as Cultural Kaitiaki, Incubator and Cultivator leads and various steering groups. The two current Directors Peter Cammock and Chris Jansen invited Danette and Te Ao Marama to join them as Directors in order to strengthen our governance capacity and specifically to reflect our ongoing commitment to giving effect to the articles of Te Tiriti o Waitangi. This co-governance structure further strengthens Leadership Lab's ability to ensure that all decisions including organisational structure, budgets, staffing, projects and strategy all align with our vision of a "Thriving and Equitable Aotearoa".



## Ōritetanga Wānanga Series: Leading for Equity in Aotearoa communities

Held at Rehua Marae and Te Ora Hou Ōtautahi in mid 2024, this series brought together people who work in and support community-led development and who are on a journey of understanding about Te Tiriti-based equity in Aotearoa.

### READ MORE

**Co-governance** with a Te Tiriti o Waitangi lens

### WATCH

**Honouring Te Tiriti:**  
Integrating Aotearoa's Values in the New B Corp Framework

### LISTEN TO

**Rourou Conversations:**  
Becoming Tangata Tiriti podcast



# CULTURAL CAPABILITY IN SCHOOLS

A recent personal experience reinforced the importance of the Leadership Lab work we're doing in the field of [cultural capability in schools](#).

This work often involves partnering with Mana Whenua and other organisations to support schools in recognising and addressing systemic biases.

The journey towards cultural capability is both challenging and rewarding. By leveraging partnerships, empowering local leaders, and continuously challenging biases, we can work towards creating equitable educational environments where all students have the opportunity to thrive.



## Incubator: Reflection and Redefining Leadership

The Incubator programme is half way through. At the end of the second wānanga of Incubator 2024/2025 in October, team members were asked to reflect on their experiences so far:

- Participants appreciated the calm, supportive environment that encourages openness and self-reflection.
- Participants have become more aware of their own strengths, leading to greater self-trust and acknowledgment of what makes them unique.

## READ MORE

### **Grow Waitaha:**

*Celebrating 10 years on mahi in Canterbury's schools*

## WATCH

### **Systems Change**

### **Webinar Series:**

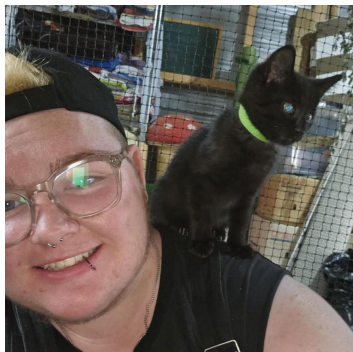
*A three-part overview and three cutting edge case studies*

## WHO WE ARE IS HOW WE LEAD

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Puāwai evolved in 2024 from a 9 month programme to two five-month programmes per year, with approximately 30 rangatahi and 5-6 Tuākana in each cohort.

The programme consists of strengths coaching, whanaungatanga hui, a two-day wānanga and Activator events. This shorter-form programme has proven successful, with higher engagement in each component and stronger rates of retention across the span of the programme.



### Puāwai Story of Impact: Gray Grant

“Puāwai helped me understand that I’m more than just my labels - these identities are important parts of who I am, but they don’t define me entirely. It taught me to embrace the intersectionality of my identities, recognising that where they meet is what makes me unique and shapes my sense of self.

Puāwai gave me the opportunity to develop leadership skills and understand how to use my strengths to succeed in my day-to-day life and make a difference in my communities.”

[READ MORE](#)

*Puāwai Impact Report*

[LISTEN TO](#)

***Rourou Conversations:***  
*The Future of Feminism?*

## WHO WE ARE IS HOW WE LEAD

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Te Whāriki is one of three ngā kaikōkiri hubs in J R McKenzie Trust's Intersectionality and Systems Change Project. This programme focuses its impact on activating the intersections of identity to lead systems change.

The journey of Te Whāriki 2023-24 was built on a foundation of trust and safety, where the quality and strength of relationships allowed the kōrero to deep dive into meaningful and challenging spaces.

Intentionally allowing space for these relationships to grow set the kaupapa up for success!



### Te Whāriki Story of Impact: Shiloh Sutherland

*"This learning journey about intersectionality has helped me look outside of myself and take time to think about what's important through the lens of others. Reflecting on the experiences of my peers and their individual viewpoints has been the gold for me. How all of our individual stories can have moments of overlap and the positives that can come from the celebration of each other."*

### [READ MORE](#)

#### **Kotahitanga:**

*Understanding identities through intersectionality - Tāngata Whenua perspectives*

### [READ MORE](#)

*Te Whāriki Impact Report*

### [LISTEN TO](#)

**Rourou Conversations:**  
*Conscious Catalyst*



## OUR PEOPLE

Leadership Lab operate as a collective with a wide range of experienced individuals teaming up to contribute through a range of projects while also supporting and developing each other in the process. Our team covers all of Aotearoa New Zealand through an extensive network of robust and trusting relationships where we form partnerships with local leaders in organisations and communities. We care deeply about people's wellbeing, their hauora and their capacity for resilient and this includes our team.

*"The overall energy and light that Leadership Lab provide in my life brings a sense of belonging and hope you don't often find in wider working spaces."*



### Te Whatu Ora Southern Story of Impact

Over the last decade, we have worked with senior clinicians and leaders across the West Coast and Canterbury District Health systems. More recently, we have supported the Southern Specialist Mental Health and Addictions Service as it responds to major sector changes and moves toward a more integrated way of operating. The focus has been on clarifying purpose and strategy and supporting the senior managers and clinicians in their leadership of change.

*"After what felt like treading water for many years, I finally feel that we have a direction. We wouldn't be here if it wasn't for Leadership Lab and for the organisation investing in their people leaders."*

### MEET OUR TEAM

*Our experienced, passionate and unique team of leaders, collaborators and facilitators*

### READ MORE

*Mental Health, Addictions and Intellectual Disability Services*

# LEADING CHANGE

In addition to our signature programmes, we offer bespoke and customisable leadership packages designed to meet the unique needs of organisations including;

- Cultural capability development
- Clifton strengths coaching for individual and teams
- Leadership coaching and 360 profiles
- Facilitation of senior leadership teams
- Leadership capacity building
- Action learning groups
- Strategic thinking processes



## Leading Culture Change at FENZ: Jade Beaman

“People appreciated the opportunity to reflect and learn about themselves and have a new language through CliftonStrengths to explain how they are naturally wired to think, feel and behave. They have the opportunity to share this with their colleagues and see how they can better work together to build and strengthen the team and reach their KPI for their district”

## WATCH & REFLECT

### **Leaders' Buffet:**

*A self-directed learning programme*

## READ MORE

*Our expertise and core services*

## READ MORE

*Leveraging Strengths to Navigate Change*

# TE KOREKOREKA RŌPŪ

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A huge highlight of the year has been 25 of our consulting team participating in a rōpū (community of practice) with the team from Tokona te Raki (Kāi Tahu Māori Futures Lab) developing our facilitation skills through a Mātauranga Māori lens.

Te Korekoreka is described by Tokona te Raki as '*a kawa for Māori future making*' and combines ancestral knowledge passed on from Ngai Tahu kaumatua from over 100 years ago with 21st century social impact thinking. Tokona te Raki has been developing, testing and utilising this kawa for the last 5 years across a wide range of kaupapa. Our Leadership Lab team are deeply honoured to be trusted to join Tokona te Raki in this development process.



## Community of Practice

"I enjoyed seeing everyone's (including my own) growing sense of familiarity with the Te Korekoreka kawa and becoming more comfortable using it, and seeing how people were using it in different contexts"



**Te Korekoreka:** *A kawa for māori future making*



# MEANINGFUL FUNDING PARTNERSHIPS

For the past nine years, the LinC (Leadership in Community) Project has developed as a transformative initiative comprising four interconnected programmes: Puāwai, Rourou, Te Whāriki, and Incubator. Every three years the LinC project undertakes a comprehensive co-design process to explore whether the programme is still having impact and developing alternative opportunities for the next period. In this latest phase, the co-design process for 2025-2027 was supported by Tokona te Raki - the Māori Futures Lab at Te Runanga o Ngāi Tahu. This involved adopting their social change framework called Te Korekoreka as a lens for this co-design process.



## Funders Kōrero

The co-design process with Tokona Te Raki developed not only our Te Māra Framework (Growing Leaders for Equity) but also nine prototypes or initiatives. Four of these extend the existing Puāwai, Rourou, Te Whāriki, and Incubator programmes while the other five are proposals for new initiatives.

We convened existing funders in October to discuss the opportunity of bringing this new chapter to life.

## READ MORE

*Each project is designed in response to an issue in our community and then co-designed in innovative ways that are constantly fine-tuned and improved to create exponential impact.*

## LISTEN TO

**Rourou Conversations:**  
*Gender Health Justice*

# WHAT'S NEXT

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At Leadership Lab we are concerned about the regression in Aotearoa around issues of inclusion and equity that many of us have been working on for decades. We have also been affected by New Zealand Government policy changes in regards to supporting equity focussed mahi. However, over the last year, in response to these anticipated changes in policy we have been planning a new chapter of ways to continue this mahi with professionals around Aotearoa.

Over the last summer months for us at Leadership Lab it has been writing submissions on the Treaty Principles Bill, the Regulatory Standards Bill. We are in the process of prototyping two exciting initiatives called the “[Oritetanga wānanga series](#)” and “[Te Tiriti Incubator](#)”. We are also co-designing customised ways to work alongside equity-focussed leaders across Aotearoa including CliftonStrengths coaching, Leadership coaching and 360 profiles, Facilitation of senior leadership teams, Leadership development incubators, Action learning groups and Strategic thinking processes <https://leadershiplab.co.nz/services/>

Let's all collaborate around a vision that we can all support; a “Thriving and Equitable Aotearoa”.

Ngā mihi

**Danette Abraham, Te Ao Marama Apiata, Dr Chris Jansen and Dr Pete Cammock**

Leadership Lab Directors



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*Our strength is not as individuals,  
but as a collective*

[leadershiplab.co.nz](https://leadershiplab.co.nz)