

The areas within Te Māra are interconnected yet bounded, symbolising different growth spaces, each contributing uniquely to the overall vision.

Key domains in Te Māra:

1. Te Māra Whakatipu (a deep growing space):

- This area serves as an incubator or seedbed, nurturing emerging leaders through germination, cultivation, and adaptive learning pathways rather than artificial structures like glasshouses.
- Represents long-term, organic growth through structured progressions, fostering sustained development in leadership.

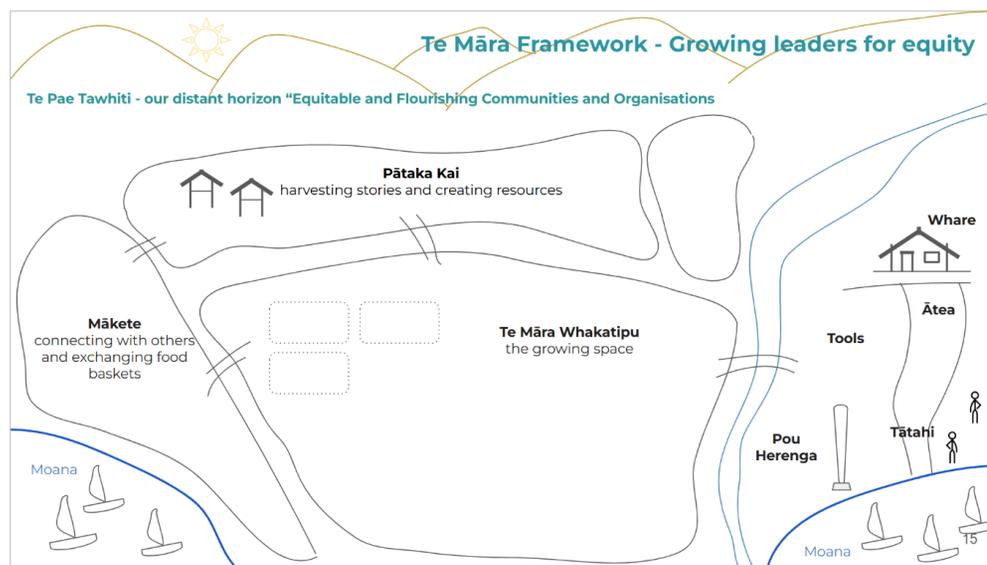
2. Pātaka Kai (the storage area - harvesting stories and creating resources):

- It functions as a repository for ideas, skills, and stories, which are "harvested" to be used as resources along the leadership journey.
- Emphasises self-determination, providing tools and insights for future community and leader development.

3. Mākete (the market - connecting and exchanging food baskets/Rourou):

- A public collaborative space for exchanging ideas, building networks, and fostering communities of practice.
- Here, the whakataukī *Nāu te rourou, nāku te rourou, ka ora ai te iwi* (With your food basket and my food basket, the people will flourish) underpins the concept of collective contribution, where community members bring their skills and resources to enrich each other's growth.

This growth landscape is sustained by a community of “gardeners,” who together advance Leadership Lab’s mission for equitable leadership across Aotearoa. Within Te Māra (the cultivated garden), *kaimahi* (Leadership Lab team members) act as hosts, guiding *manuhiri* (guests) and fellow community members through pathways of growth, learning, and mutual support. The programme values shared wisdom and collective action, acknowledging the whakataukī *Ehara taku toa i te toa takitahi, he toa takitini* (my strength is not that of an individual but of the collective). The *Pou Herenga* (Leadership Lab’s beliefs and values) anchors engagement, providing frameworks and tools to nurture a community of practice.



3 Prototypes and future initiatives

The co-design process with Tokona Te Raki also developed nine LinC prototypes for future initiatives. Four of these extend the existing Puāwai, Rourou, Te Whāriki, and Incubator programmes, while the other five are proposals for new initiatives.

- 1 Puāwai
- 2 Puāwai DIY
- 3 Leaders for Equity network
- 4 Te Whāriki
- 5 Intersectionality and Systems COP
- 6 Incubator
- 7 Te Tiriti Incubator
- 8 Rourou
- 9 Tangata whenua rōpū

These prototypes are situated within the domains of Te Māra Whakatipu, Pātaka Kai, and Māketē, as seen in this diagram. Detailed plans for each of these prototypes are included and outlined below. They were also presented to a wide range of funders in October at our LinC Funders Hui. [LinC Māra Funders Hui Oct 3rd slides](#). Follow-up proposals for funding are currently being submitted.

We are also working with our other Leadership Lab teams to explore and develop other prototypes within the Māra framework that are targeted to specific audiences, such as the Education and Health sectors. We are keen for our Leadership Lab community to dream up possibilities for future mahi based on this Māra framework.

