

Piharoa

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Section

1

Introduction

Piharoa is a leadership programme designed to help senior leaders engage more effectively with Māori communities, stakeholders, and partners. Through a combination of immersive wānanga, practical learning, and facilitated discussion, participants build the cultural confidence, knowledge, and leadership capability needed to make informed decisions, strengthen relationships, and lead with greater cultural intelligence. Designed for executives, governance teams, and organisational leaders, Piharoa provides a strong foundation in te ao Māori, tikanga Māori, and Te Tiriti o Waitangi while exploring their practical relevance in leadership and organisational settings.

Section

2

Why choose this programme?

- **Build leadership confidence in Māori contexts.** Gain the knowledge and practical understanding needed to engage respectfully and effectively with Māori communities, partners, and stakeholders.
- **Strengthen strategic relationships.** Learn how to build trust-based relationships that support meaningful collaboration, stronger stakeholder engagement, and long-term organisational outcomes.
- **Lead with greater cultural intelligence.** Develop a deeper understanding of Māori perspectives, values, and decision-making approaches that influence modern organisational environments.
- **Support organisational commitments and responsibilities.** Build capability in Te Tiriti o Waitangi, cultural engagement, and inclusive leadership in a way that is practical and relevant to your role.
- **Learn through immersive and applied experiences.** The blended delivery model combines face-to-face learning, facilitated discussion, and practical application to support lasting behaviour change.

Section

3

Organisational outcomes

By the end of Piharoa, your organisation will have:

- Leaders who are more confident engaging with Māori stakeholders, communities, and partners
- Stronger capability to build trusted, respectful, and enduring relationships with iwi, hapū, and whānau
- Greater understanding of Te Tiriti o Waitangi and its relevance to organisational leadership and decision-making
- Increased cultural intelligence across executive, governance, and leadership teams
- Improved confidence participating in Māori cultural settings, protocols, and engagement processes
- Stronger foundations for partnership, consultation, and community engagement initiatives
- Enhanced organisational credibility when working alongside Māori communities
- Leadership capability that supports inclusion, reputation, and long-term strategic outcomes

Key areas explored in the course include:

Tirohanga Māori - Māori worldview

- Gain a clear understanding of how Māori see the world, relationships, and leadership. This perspective helps you shape more inclusive strategies and guide your organisation with cultural intelligence.

Tikanga - cultural practices

- Learn how to demonstrate respect and care by participating in welcome and relationship building practices, through principles like manaakitanga and kotahitanga. These practices strengthen your credibility and ability to build trust with Māori partners and communities.

Pūrākau - local stories

- Discover iwi and hapū stories that shape identity and connection to place. These insights equip you to engage authentically and lead with deeper cultural awareness.

Basic reo Māori

- Using even simple reo Māori signals respect and commitment. This builds trust, strengthens relationships, and shows your organisation's dedication to meaningful engagement.

Pepeha and mihimihi - Introductions in te reo Māori

- Crafting and sharing your pepeha and mihimihi affirms your identity and values. It sets a tone of humility, openness, and creates connection in every leadership setting.

Pōwhiri and whakatau - cultural formalities

- Understand key protocols to participate confidently in pōwhiri and whakatau. This capability empowers you to represent your organisation with respect in formal Māori spaces.

Engaging Māori stakeholders

- Develop practical skills to consult, collaborate, and build trusted relationships with iwi, hapū, and whānau. This strengthens your organisation's reputation and supports successful partnerships.

Te Tiriti o Waitangi

- Deepen your knowledge of Te Tiriti and its relevance today. Your leadership commitment to partnership and equity will set your organisation apart.

Section

4

Who this programme is for

Piharoa is designed for:

- Executive leaders and senior decision-makers
- Governance boards and trustees
- Chief executives and senior management teams
- People & Capability leaders responsible for organisational culture and capability
- Leaders working with Māori stakeholders, communities, customers, or partners
- Organisations seeking to strengthen cultural capability at a leadership level
- Leaders with limited prior knowledge of te ao Māori who want a practical and supportive starting point

Section

5

How learning works and what you'll need

- Blended delivery programme
- 3-week duration
- 20 hours of facilitated learning
- 10 hours of self-directed learning between sessions

Programme structure:

- Week 1: 2-day in-person wānanga
- Week 2: Half-day live online session
- Week 3: Half-day live online session

Learning is delivered through facilitated discussion, practical activities, case studies, reflection, and application exercises.

What You Need / Technical Requirements

Physical Items:

1. Digital device with camera and microphone to attend online events (e.g. a laptop, PC, tablet and/or a smartphone)
2. Headset or earphones (recommended)
3. Reliable broadband internet connection
4. Pen and paper if you wish to write your own notes.

Software:

5. A browser such as Google Chrome, Firefox or Microsoft Edge to access your Digital Classroom
6. Zoom video conferencing application
7. Email - Outlook, Gmail, Yahoo, etc.

Section

6

What you'll receive

- Two-day immersive in-person wānanga experience
 - Live online facilitated learning sessions
 - A professionally designed printed workbook
 - Practical frameworks and tools for Māori engagement and relationship building
 - Access to experienced facilitators with extensive governance, leadership, and Māori development expertise
 - Opportunities to connect and learn alongside other senior leaders
 - A certificate of completion upon successfully finishing Piharoa
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Section

7

Pricing

- NZD \$2,250 (incl GST) per participant
 - Minimum cohort size of 10 participants.
- For organisations interested in private or in-house delivery, contact our team to discuss customised delivery options.
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Section

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Transfers, Credits, and Refunds

- Check our Terms & Conditions for full policy details and eligibility criteria.
- Terms and Conditions - Te Wānanga o Aotearoa: <https://tearawai.twoa.ac.nz/w/au/termsandconditions>

Can I access the materials after the course?

Yes. All participants will receive a professionally designed printed workbook to support their learning throughout the course. This workbook is yours to keep and can be used as an ongoing resource after the course has finished.

Are there assessments?

No, however there are tasks and quizzes to help test your knowledge. Tasks and quizzes can be repeated as many times as you'd like.

Will I receive a certificate of completion?

Yes, certificates will be emailed on successful completion of the course.

Can I register for multiple courses?

Yes, you can register for multiple courses. For the best experience, we suggest taking them one at a time rather than all at once.

What support is available?

Our facilitators will be available to guide your learning and respond to any pātai (questions) during each in-class session. If you need support outside of class, they will share their preferred method of contact, so you can connect with them directly.

We also encourage each cohort group to create an online group chat—such as through Facebook or WhatsApp—to help you stay connected, share insights, and provide peer-to-peer support throughout the course.

For direct enquiries learners can also use our web form: <https://tearawai.twoa.ac.nz/contact-us>

Can I enrol with friends or colleagues?

Yes, absolutely! Studying with family, friends, and/or colleagues is highly encouraged.

What if I fall behind?

If life gets busy, do not worry. Our team can arrange a suitable time for you and your Facilitator to connect and revisit the course learnings you may have missed, if required. This ensures you can pick up where you left off at any point during the course. You are also encouraged to reach out to your peer groups for additional support. For direct enquiries, you can contact our team using the web form: <https://tearawai.twoa.ac.nz/contact-us>

“Completing Piharoa has created a greater urgency within our work environment to highlight the inequities that exist regarding the health and wellbeing for Māori. Learning that Te Tiriti o Waitangi is still relevant today made an important difference for me. For example, The Third Article: Ōritetanga and how health inequities – access to healthcare/services and medicines, still adversely affect Māori today. The facilitators created a ‘safe place’ among our Piharoa whānau where mistakes and vulnerabilities were seen as learning opportunities.”

**Tony Davison, Business Unit Manager
Boehringer Ingelheim (NZ)**

“As a former Māngai and cultural advisor to the National Board and CEO of our organisation (now Pou Aarahi aa Motu), I enrolled in Piharoa to consider the program’s content and delivery, and how it could assist mainstream corporations and organisations in building cultural capability when engaging with iwi entities and Māori authorities. Piharoa had me fully connected through its informative and interactive methods of how to work within these cultural kaupapa (concepts).”

**Ike Rakena, Pou Aarahi aa Motu
CCS Disability Action**

Te Arawai | Partnerships Team:

Visit our website
tearawai.twoa.ac.nz



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