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HE MANU RERE

RATA

The birds that fly with an open heart

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WE WORK APPROPRIATELY TO

LEVEL THE PLAYING FIELD

WE VALUE:

- Work that focuses on reducing inequities
- Diverse approaches for our diverse communities
- Respectful relationships and power sharing

WE SEEK OUT PEOPLE WHO:

- Value inclusion and breaking down barriers to enable a level playing field
- Can empathise with a wide range of people
- Recognise the unique qualities of each person

AS A TEAM WE:

- Appreciate everyone is unique and as a team we will work hard for opportunities that are accessible, inclusive and reduce barriers.
- Want people to participate, develop and showcase their strengths and aspirations.

WITHIN OUR COMMUNITY WE:

- Will get to know our diverse communities.
- Understand people's aspirations for wellbeing and how we can support that journey.

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TIKA

The birds that fly straight
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WE ARE CULTURALLY

RESPONSIVE, HONEST AND TRANSPARENT

WE VALUE:

- Doing what's right, not what's easiest
- Following through on our word
- Decisions and processes that are open and fair

WE SEEK OUT PEOPLE WHO:

- Have a strong moral compass
- Believe in our kaupapa
- Are willing to put the community ahead of themselves

AS A TEAM WE:

- Are accountable to ourselves, each other & our community
- Have a safe environment to challenge each other
- Are transparent in our work practices

WITHIN OUR COMMUNITY WE:

- Stay true to our vision
- Do what we say we will
- Are transparent about our decision making



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TEITEI

The birds that fly high

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WE GROW THROUGH

CONTINUOUS LEARNING

WE VALUE:

- Starting with why - be learners first
- Reflecting in action to be better everyday
- Work that creates sustainable change by building expertise and skills within communities

WE SEEK OUT PEOPLE WHO:

- Can bring diverse thinking and see the bigger picture.
- Inspire our people to grow and thrive.
- Have a growth mindset.
- Are willing and open to share their knowledge and learn from others.

AS A TEAM WE:

- Define the problem before the solution
- Try new approaches and learn from our work
- Reflect regularly and honestly
- Have an expectation that knowledge and skills are shared

WITHIN OUR COMMUNITY WE:

- Listen with the intention to understand
- Learn from others/create shared learnings to gain deeper understanding
- Talk through what solutions could look like and collectively test an approach.
- Co-design initiatives and encourage acceptance of learning through failure.
- Prioritise building skills and knowledge within communities

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TAHI

The birds that fly together

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WE STRENGTHEN COLLABORATION

TO SUPPORT OUR COMMUNITY

WE VALUE:

- A whole community approach to creating change
- Building quality relationships based on trust
- Providing unconditional support to our team mates

WE SEEK OUT PEOPLE WHO:

- Value relationships
- Embrace and empower others
- Thrive when working in collaboration

AS A TEAM WE:

- Support each other
- Take everyone on the journey
- Provide unconditional support to one another
- Value the unique contribution that each member brings

WITHIN OUR COMMUNITY WE:

- Establish, seek, maintain and grow connections
- Ensure we are on the same waka and striving for the same kaupapa
- Bring people together to create social cohesion
- Create shared value -- not take it away or serve only our purpose