

Tautoko Toolkit

Pocketbook edition

Leadership through Te Ao Māori values

Keep key messages from the Tautoko Toolkit handy

You are a leader

You carry the strength and knowledge of your tūpuna. You walk forward, creating paths for others.

Māori values in leadership

Leadership matters

Leadership shapes futures. It impacts whānau, whenua, and generations to come — for better or worse.

Being a good leader

Your upbringing, tūpuna, and values shape your leadership. Being a good leader is about owning your mana and leading with your Māoritanga – not changing who you are.

Whakapapa – The foundation of identity

Know your ancestry. Honour your tūpuna, your whenua, and the stories that shaped you. Create pathways for those who come next.

Rangitiratanga – Honour responsibility and integrity

Lead with mana, integrity, and respect for people and whenua. A true rangatira unites people while honouring each individual.

Māori leaders matter in the food and fibre sector

Our leaders do more than managing tasks. They uphold kaitiakitanga, protect taonga and prioritise the well-being of their people. Regardless of where they are, they lead for the collective good.

Māori leadership is grounded in Te Ao Māori. It's about keeping our values strong while feeding the people and looking after the whenua.

In a world that needs care and balance, Māori leaders bring something powerful: people-first leadership, grounded in our connection to whenua, people, and place.

Kaitiakitanga – Protect what matters

Look after te Taiao, your people, and your resources. Think long-term. Your mokopuna will thank you.



Wairuatanga – The unseen force that grounds us

Brings balance, connection, and mauri ora to people and kaupapa. Let it guide decisions that are tika and pono. Trust your gut.

Living your values

Practice leadership each day by:

- Getting to know yourself
 - Understand your story
 - Acknowledge where you come from and stand
 - Welcome your emotions
 - Embrace authenticity
- Getting to know others and build genuine relationships
- Committing to the journey and show up each day.



Tikanga Māori – The traditions and wisdom that guide us

Act with humility, listen deeply, care for your communities. Respect the past, present, and future in your decisions.

Aroha – Compassion and kindness in all we do

Be kind. Be patient. Share your time and energy. Care for people and treat them with respect.

Tūrangawaewae – Stand firm in who we are

Be proud of who you are and where you're from. Lead with confidence, knowing your tūpuna and whānau walk with you.

Lead through challenges

True rangatira are revealed in difficult moments. When challenges arise, stay grounded in whakapapa, kaupapa and manaakitanga.

Rooted in your values, you can bring your best self to each situation; you can guide conflict resolution, perform under pressure, uphold collective well-being, offer clarity and direction.

Questions to steady yourself under pressure

- Am I leading with my values?
- How can I bring calm and focus to my team?
- What lessons can I take from this?

Build resilience

Draw strength from Te Whare Tapa Whā. These foundations keep you steady when things get hard.



Manaakitanga – The power of generosity and respect

Lead in a way that uplifts others. Be generous with your time and energy. Make decisions that support collective wellbeing.

Strengthen your foundations

Taha wairua – your spirit

- When facing a tough decision, ask yourself – what would my tūpuna do?
- Start the day with karakia or waiata to ground yourself.

Taha tinana – your body

- Eat kai that nourishes the body and mind
- Prioritise rest – good sleep helps you show up strong.

Taha hinengaro – your mind

- When stress builds, pause and breathe – hā ki roto, hā ki waho
- Look for the lesson in every challenge.

Taha whānau – your people

- Check in with your team regularly – Kei te pai koe?
- Surround yourself with whānau and hāpori who uplift and challenge you.

Whenua – your land

- Walk the land
- Touch the soil
- Know where you stand.

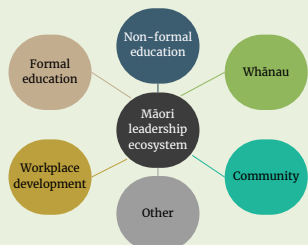
Whanaungatanga – Connections that sustain us

You are only as strong as the relationships you nurture – build genuine connections.

The ecosystem

Leadership is part of who you are. It's not just about your mahi — it's how you show up every day. You lead in your whānau, on the whenua, at the kai table, in your community.

This ecosystem helps you see where you already carry rangatiratanga — and where you can grow it even more.



Kotahitanga – Strength in unity

Bring people together. Respect each person's mana. Grow success as a team.

Additional resources

For more support, visit the below resources:

Resource	Scan the QR code to visit the website
Cadetship (Te Puni Kōkiri)	
Te Whare Mārie Specialist Māori Mental Health Service	
He Tūkutuku Koioira (Māori Associate Directorship Programme)	
Kaupapa Māori wellbeing services (Health New Zealand)	
A New Approach to Learner Pathways: Skills Framework (Food and Fibre CoVE)	
Muka Tangata (People, Food and Fibre Workforce Development Council)	
Rural Leaders	
MyLead	

Ngā mihi kia koutou

