



## Tikanga for Advisory Group

Tikanga is about doing what is right, rather than who is right. It is often defining the agreed principles and behaviours that have been handed down through generations and has a philosophical basis to it. It is the agreed right way of doing something. It is different from:

- Kaupapa - the purpose or intent. It defines the reason for our existence, why we are doing something.
- Kawa - the protocols agreed by a group. These can change from group to group but tikanga usually does not change and is much more universal.

The Tikanga defined by the Advisory Group is:

- Choosing the right environment for our meetings, especially as the work requires insightful collaborative conversation.
- A mihi and karakia to start to welcome people in.
- Allowing time to come into the space so people get here and can be here now. Practice of mindfulness is suggested.
- There is an opportunity for whakawhanaungatanga at the start of the meeting to know people a bit better and to uncover the strength of threads woven together through this work.
- Simple questions for the agenda to facilitate engaging and useful conversation.
- Simple processes (including visual and physical elements) to demonstrate key insights in a way that will make them stick.
- Respectful relating such as going slow, giving people the benefit of the doubt, assuming good will and that people are trying to be helpful.
- Listening and questioning to understand.
- Knowing it's okay to say when something is not working and being honest about it with the person/s concerned.
- Continue to deepen into being more of a team and cultivating that sense that we're all in this together.
- Take a strengths-based approach, building on and from the strengths of everyone.
- Valuing and creating space for a diversity of perspectives, challenges and questions.
- Harnessing a transdisciplinary approach that values what we create together.
- Continuously learn as we go, including learning to accept that feeling uncomfortable is part and parcel of social change work and often a powerful sign of it.
- Keeping the focus on the work and not allowing ourselves (personalities, upsets, personal interests etc) to get in the way.