

# Restorative Leadership for a Changing World

As Aotearoa New Zealand continues its journey toward honouring Te Tiriti o Waitangi, it is clear that we need leaders who have the capacity to meet the challenges and opportunities this brings, to help their organisations and communities thrive.

With a new generation of strong culturally-grounded Māori leadership, and increased education around our history and constitutional foundations, it is more important than ever that organisations are fit for this future Aotearoa.

The Pākehā Project Leadership Journey offers Pākehā leaders a transformative experience that weaves personal growth together with systems-level change, developing the essential capabilities needed for restorative leadership in a changing world.

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## AN OPPORTUNITY FOR ORGANISATIONS

### **Strategic Advantage in a Changing Marketplace**

With a growing Māori population and increasing recognition of our bicultural foundation, organisations that embrace this reality are positioning themselves at the forefront of innovation and connection.

### **Beyond Compliance: Building Authentic Relationships**

Visionary leaders understand that authentic engagement with te ao Māori creates deeper connections with communities, clients, and stakeholders, moving beyond tick-box exercises to genuine relationships that bring mutually beneficial outcomes.

### **Future-Proofing Your Leadership Team**

The leaders who will shape our future are those who have done the inner work to understand themselves deeply, can navigate our increasingly interconnected reality with authenticity, and approach systems change through a restorative lens.

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# WHAT MAKES THIS PROGRAMME DIFFERENT

The Pākehā Project Leadership Journey offers:

- 01 Personal Transformation**

Begins with deep self-reflection and understanding of your own worldview and patterns.
  - 02 Embodied Learning**

Goes beyond intellectual understanding to integrate learning at all levels —physical, emotional, and spiritual.
  - 03 Restorative Frameworks**

Works within a healing paradigm that acknowledges past harms while creating new possibilities.
  - 04 Practical Application**

Leaders develop and test prototypes within their own organisations to create systems-level change.
  - 05 Peer Support Network**

Access to a growing community of like-minded leaders across sectors.
  - 06 Ongoing Integration**

Structured follow-up coaching ensures learning translates to lasting personal and organisational change.
  - 07 Safety to Explore**

A carefully designed container where vulnerability and difficult conversations can happen productively.
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# TRANSFORMATIVE OUTCOMES

Investing in The Pākehā Project Leadership Journey delivers both personal and systemic transformation for organisations:



## Leaders who know themselves

Deeper self-awareness of personal and cultural patterns, biases, and strengths



## Enhanced decision-making

Leaders who can consider multiple worldviews make more nuanced, effective decisions



## Restorative practices

Ability to identify and heal systemic patterns that perpetuate harm or inequity



## Improved cultural intelligence

Tools to navigate cultural differences and interpersonal aspects within diverse teams



## Stronger stakeholder relationships

Authentic engagement with Māori communities and organisations built on genuine understanding



## Reduced risk

Better understanding of potential blind spots in organisational systems and practices



## Te Tiriti integrity

Confidence to work positively towards a Tiriti-based future, with openness and humility



## Innovation Advantage

Access to new perspectives and approaches to problem-solving through paradigm shifts

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## ABOUT US

Established in 2022, The Pākehā Project Leadership Journey is co-led by experienced leadership educators, Louise Marra and Rebecca Sinclair. The programme was incubated within Leadership NZ and is now delivered by our company Unity House. In 2026, we will welcome our fifth cohort of Pākehā leaders to our active alumni community of changemakers. Join us!



# THE JOURNEY IN 2026

## Programme Details

- 4 x 2.5-day residential retreats
- 3 x 1-day online group sessions + optional clinics
- 3 x 1:1 coaching sessions + practical prototyping
- Community of practice for ongoing development

## Investment

- \$12,000 +GST corporate rate
- \$10,000 +GST NFP rate
- \$8,000 +GST individual rate
- \$4,000 +GST scholarship rate
- discounts for multiple people from the same org

## 2026 Dates

- Retreat 1: 16-18 June (Auckland)
- Retreat 2: 17-19 August (Auckland)
- Retreat 3: 7-9 October (Waiheke)
- Retreat 4: 3-5 November (Auckland)

## Contact us today

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## FROM OUR ALUMNI

*"I had the absolute privilege of participating in this programme in 23/24. Absolutely life changing for me to get out of my western world view bubble and understand my role as Tangata Tiriti, and develop my intelligences around te ao Māori to ensure I worked in a different way to make NZ a better place for all. I will be forever grateful for this programme."*

—Erin Downs, Manager Treatment Safety, ACC

*"I would say to anyone who is wondering how to make meaningful systemic change for Aotearoa, within the context of their own circle of influence, so that life is better for both Māori and Non-Māori, but doesn't really know where to start: Do this course."*

—Josie Ogden-Schroeder, CEO, The Kind Foundation

## Some of the organisations whose leaders we've worked with:

ACC ; Waikato District Council;; Ruapehu District Council; Ōranga Tamariki; Tāwhiri; Fire & Emergency NZ; Education Payroll; Visionwest Community Trust; Fair Food NZ; Auckland City Mission; Massey University; The Kind Foundation; National Public Health Service; Creative NZ; MBIE; Te Papa; Auckland Council; Waka Kōtahi; NZ Police; Drowning Prevention Akld; EQC; Pinnacle Life Ltd; Clare Foundation; Tāmaki Regeneration Co; Toi Foundation; Statistics NZ.