DRAFT

DECISION MAKING CRITERIA

PATHWAY TO MANA MOTUHAKE

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MANA MOTUHAKE

'Mana Motuhake' was identified as a guiding focus for the next Five Year Plan from internal facilitated Waikato-Tainui workshops.

'Mana Motuhake' was a key phrase that emanated from the workshops and was selected as the key theme by the organisation, to drive the next 5 year planning phase, and the remaining 5 year strategies towards 2050.

The phrase 'Mana Motuhake' for Waikato-Tainui traverses all parts of the tribal spectrum, and across all roles/groupings within.

Whetū Consultancy Group has defined roles/groupings within Waikato-Tainui as:
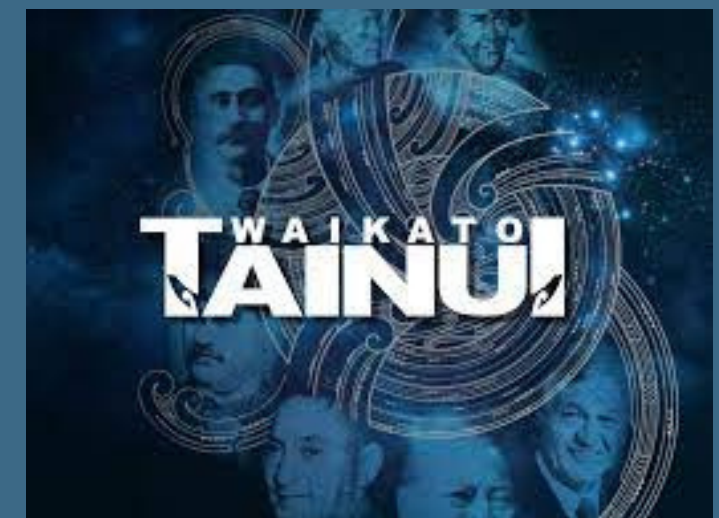
TANGATA, OR THE INDIVIDUAL
TRIBAL MEMBER

MARAE

HAPUU

WHAANAU
BOTH AS HOUSEHOLD AND WHAANUI

TAIAO

IWI / ORGANISATION

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To enable recommendations around decision making criteria, some further recommendations around strategic direction, incorporating both priority areas of focus based on trends and initial consultation within the organisation, is required. For further information and detailed explanation please see Insights and Environment Scan.

Decision making criteria

There are three (3) key sets of criteria, or checkpoints to the decision making. The rationale behind each of these is as follows:

He Tuatahi

Outcomes Alignment

See Outcomes Checkpoints for outcomes alignment - To what extent and in what ways does the project align with Tohu and desired outcomes?

Connects with Tohu

This is to ensure that the decision making criteria aligns with the strategic direction of the organisation. He Anga Whakamua and associated Tohu are the current guiding pou for the organisation. It was identified and confirmed that this current review would remain aligned to this outcomes framework and these focus areas. Should these change during the organisational review or subsequent planning currently under way, the primary kaupapa will still be relevant and can realign to any changed/changing strategy and outcomes sought. But from here out these will be seen as kaupapa as opposed to workstreams.

Alignment is to be checked against **Outcomes Alignment - Tuatahi** Checklist, as first pass decision making.

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PATHWAY TO MANA MOTUHAKE - 2050
Rationale for Decision Making Criteria

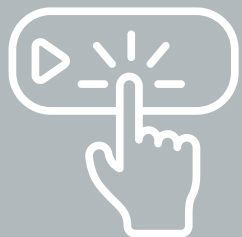### He Tuarua
Strategic Actions

Aligns with the strategic projects identified for the 2025-2029 5 Year Plan

He Tuatoru
Trends Response

See Trends Checkpoints for strategic response - To what extent and in what ways does the project respond to identified future trends?

Activates Strategy

This step ensures that any proposed work funded by the organisation, fits within the identified strategic projects for the 2025-2029 5 year Plan. As detailed in the proposed Strategic Action, there are three proposed and connected (3) kaupapa - like the existing Taniwha Projects - these will drive all strategic direction, in direct response to the identified trends, opportunities and needs within the Insights and Environment scan. This is intended to be reviewed and amended with leadership identifying other key areas of interest.

Alignment is to be checked against **Strategic Actions - Tuarua** Checklist, as second step to decision making.

Acknowledges Trends

This final step for decision making is to ensure that the trends and insights investigation is informing decision making and strategic action. If a project or work programme does not align with or respond to the trends identified in the planning process, it is likely to face considerable challenges during implementation, or very quickly become not fit for purpose, given the identified headwinds and need for rapid growth within the identified areas.

Alignment is to be checked against **Trends Response - Tuatoru** Checklist, as third step to decision making.

PATHWAY TO MANA MOTUHAKE - 2050
Decision Making Rationale - Next 25 Years

To enable future thought about priorities across the next 5 x 5-Year Plans, identifying a Strategic Focus (SF) for each 5 year period to guide organisational strategy is appropriate. Given the nature and pace of change over the coming decades, all current trends identified and many future trends not yet known, will influence these spheres, so they will need to adapt and enable flexibility into the future. Identifying trends as detailed priorities any further out then 5-10 years is unhelpful.

2045-2049 : HAPUU
OUR HAPUU ARE THRIVING AND AUTONOMOUS GROUPINGS DEEPLY CONNECTED TO WAIKATO-TAINUI, ENABLED, SUPPORTED AND EXPRESSING MANA MOTUHAKE

HAPUU FOCUS

2040-2044 : MARAE
OUR MARAE ARE SUPPORTED TO NAVIGATE THEIR OWN PATH TOWARDS MANA MOTUHAKE

MARAE FOCUS

2035-2039 : IWI/ORGANISATION
THE ORGANISATION IS STRENGTHENED AND SUPPORTED THROUGH OPTIMISED STRUCTURE AND RESPONSE TO CONTINUED REVIEW

IWI/ORGANISATION FOCUS
10-15 YRS SINCE PREVIOUS ORGANISATIONAL REVIEW

2030-2034 : TAIAO
TE TAIAO IS REJUVENATING AND FLOURISHING TOWARDS THE MAIMAI AROHA STATE OF KIINGI TAAWHIAO

TAIAO
BASED ON FORECAST CHANGES IN UPCOMING TRENDS, THIS 5 YEARS WILL SEE DYNAMIC CHANGE

2025-2029 : WHAANAU
OUR WHANAU ARE SUPPORTED TO RESPOND AND ADAPT TO THE CHALLENGES AHEAD, WHILST BUILDING RESILIENCE AND TAKING ACTION FOR THEIR FUTURE

WHAANAU
BASED ON INSIGHTS, WHAANAU FACE SIGNIFICANT HEADWINDS IN THE NEAR FUTURE

2020-2024 PRESENT PLAN

2025-2029 : WHAANAU

OUR WHAANAU ARE SUPPORTED TO RESPOND AND ADAPT TO THE CHALLENGES AHEAD, WHILST BUILDING RESILIENCE AND TAKING ACTION FOR THEIR FUTURE

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Resource Kete

DECISION MAKING CRITERIA CHECKLISTS

5-Year Plan Review
December 2022

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Decision Making
CRITERIA MATRIX

CRITERIA

Connects with Tohu

Taiao
Hapori
Whai Rawa -
Kaupapa
Mahi Tonu

STEP 01

CHECKS

He Tuatahi
Outcomes Alignment

See Outcomes Checkpoints for outcomes alignment - To what extent and in what ways does the project align with Tohu and desired outcomes?

Acknowledges Trends

Climate
Economic
Taiao
Data
AI
Wellbeing
Education

STEP 02

CHECKS

He Tuarua
Strategic Actions

Aligns with the strategic projects identified for the 2025-2029 5 Year Plan

Activates Strategy

Enacts the strategic direction for 2025-2029 5 Year Plan

STEP 03

CHECKS

He Tuatoru
Trends Response

See Trends Checkpoints for strategic response - To what extent and in what ways does the project respond to identified future trends?

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Checkpoints for
OUTCOMES ALIGNMENT

Note: If Strategic direction moves away from Tohu based outcomes, this checkpoint will adapt with that.

HE ANGA WHAKAMUA OUTCOMES

ALIGNMENT WITH WHAKATUPURANGA 2050 OUTCOMES FRAMEWORK

TE TAIAO	HAPORI	KAUPAPA/WHAI RAWA	MAHI TONU
OUTCOME	**OUTCOME**	**OUTCOMES**	**OUTCOME**
-	-	-	-
KA WHAKAMIRI NOA I TOONA ARATAU, E TIA NEI HE TUPU PUA HOU	KIA TUPU KI TE HUA O TE RENGARENGA, KIA PAKARI KI TE HUA O TE KAWARIKI	TOOKU MARAE, TOOKU TUURANGAWAEWAE KI TE KAAPUIA, E KORE E WHATI	MEHEMEA HE MAHI PAI MOO TE TANGATA, MAHIA
-	-	-	-
WORKING TOWARDS THE RESTORATION AND ENHANCEMENT OF OUR WAI AND WHENUA TO THE STATE IN KIINGI TAAWHIAO'S MAIMAI AROHA	TO GROW A PROSPEROUS, HEALTHY, VIBRANT, INNOVATIVE AND CULTURALLY STRONG IWI	OUR MARAE ARE VIBRANT AND SELF SUFFICIENT ACHIEVING OUR ASPIRATIONS THROUGH MAXIMISING OUR COLLECTIVE STRENGTH	A HIGH PERFORMING ORGANISATION MAKING AN IMPACT

Paatai

How does your project make impact towards enhancement?

If not, how could you adapt the project to achieve greater outcomes?

How are you also working towards the other tohu within this project? Win/Wins

How does this project work alongside or within existing work programmes?

* Note merging of Tohu - Kuapapa and Whai Rawa - for strategic impact.
Refer to Insights and Envirnoment Scan - Chapter .... for further background.

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Checkpoints for
STRATEGIC ACTION

He Tuarua
Strategic Actions

WHAANAU
2025-2029

MANA MOTUHAKE

Note: This Strategic Action plan is intended to highlight key project areas of focus in consultation with leadership - add and remove

CLIMATE

TAANGATA

ECONOMIC

DIGITAL

RESPONDING TO CLIMATE CHANGE
CLIMATE CHANGE RISK ASSESSMENT

FOCUS ON WELLBEING
ASSET MANAGEMENT RESPONSE

BUILDING DIGITAL ASSETS

GOVERNING TE TAIAO
BUILDING LEADERSHIP & CAPABILITY

CHANGING EDUCATION
BUILDING DIGITAL CULTURAL CAPITAL

BUILDING DIGITAL HUMAN CAPITAL

INCREASING AI
HUMAN & CULTURAL RESPONSE

DATA & DIGITAL ECONOMIES
LEADING ENVIRONMENTAL DATA

DIGITAL LEARNING PLATFORM

DATA & TIKANGA STRATEGY

ECONOMIC INFLUENCES
WAIKATO-TAINUI META STRATEGY

BUILDING DIGITAL ACCESSIBILITY

2025-2029 : WHAANAU

OUR WHAANAU ARE SUPPORTED TO RESPOND AND ADAPT TO THE CHALLENGES AHEAD, WHILST BUILDING RESILIENCE AND TAKING ACTION FOR THEIR FUTURE
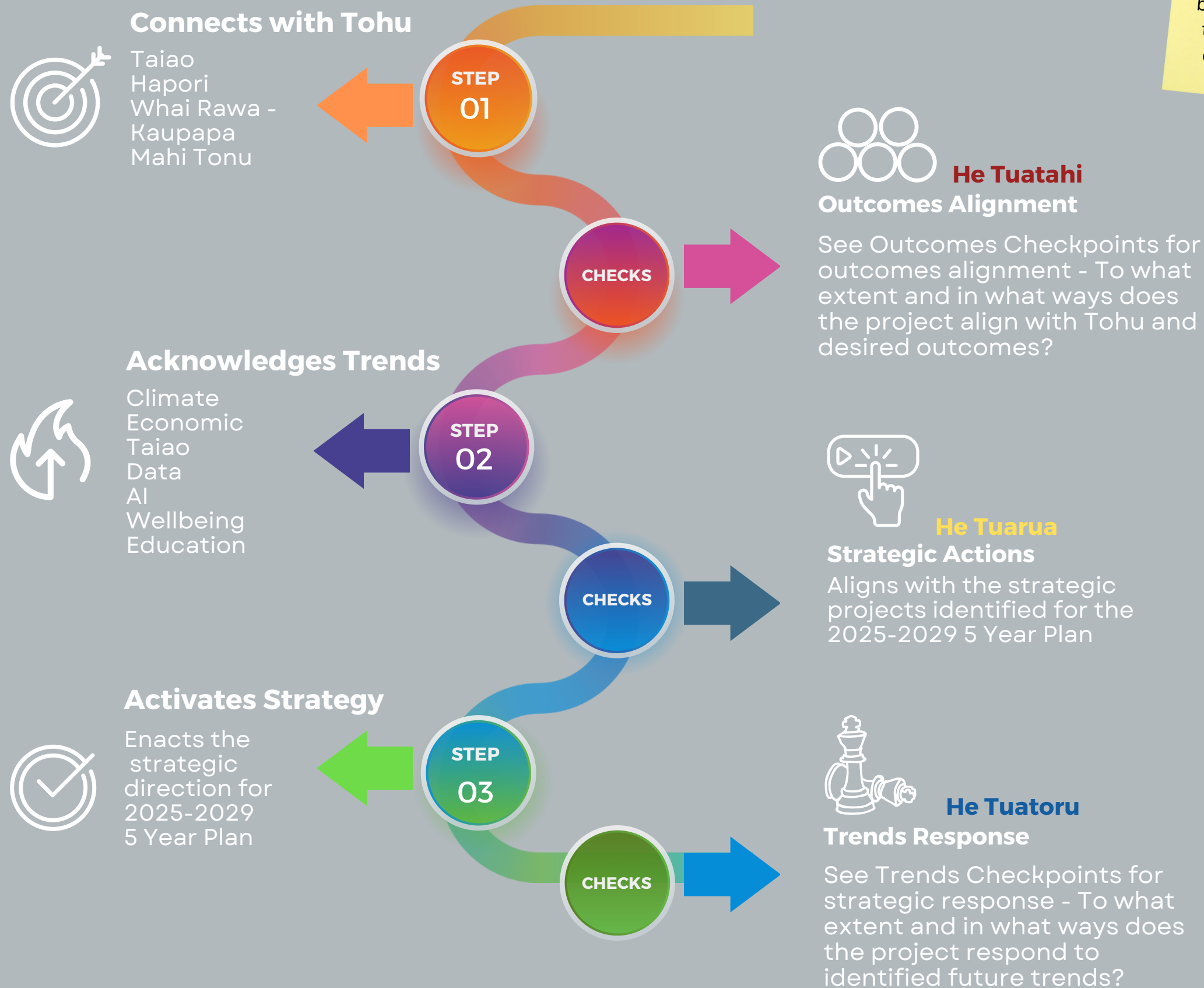
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Checkpoints for
TRENDS RESPONSE

1 RESPONDING TO A CHANGING CLIMATE

2 ECONOMIC DRIVEN ACTION

3 GOVERNING TE TAIAO

4 RAPID GROWTH OF DATA AND DIGITAL ECONOMIES

5 INCREASINGLY AUTONOMOUS WITH AI

6 PRIORITISING WELLBEING

7 CHANGING FACE OF EDUCATION

Respond
Through preparing our whaanau, adapting to known changes coming, innovate in the ways of our tuupuna to sustain our people, marae, hapuu and whenua.
- Prepare
- Adapt
- Innovate

Resilience
Minimise risk in times of uncertainty and be ready to take opportunities that present, or 'hold' in the face of challenge. Focus on projects that achieve multiple wins to leverage outcomes.

Protect
Lead as kaitiaki, influencing decision making.

Building our data about te taiao, building our maatauranga and protecting these through deliberate action.

Control
Define and maintain data sovereignty for Waikato-Tainui.

Enable the use of our data through informed solutions for the betterment of te taiao, and our people.

Safe, informed and known.

Innovate
Leading innovation in technology development that is uniquely Waikato-Tainui:
- Education
- Wellbeing
- Te Taiao

Champion
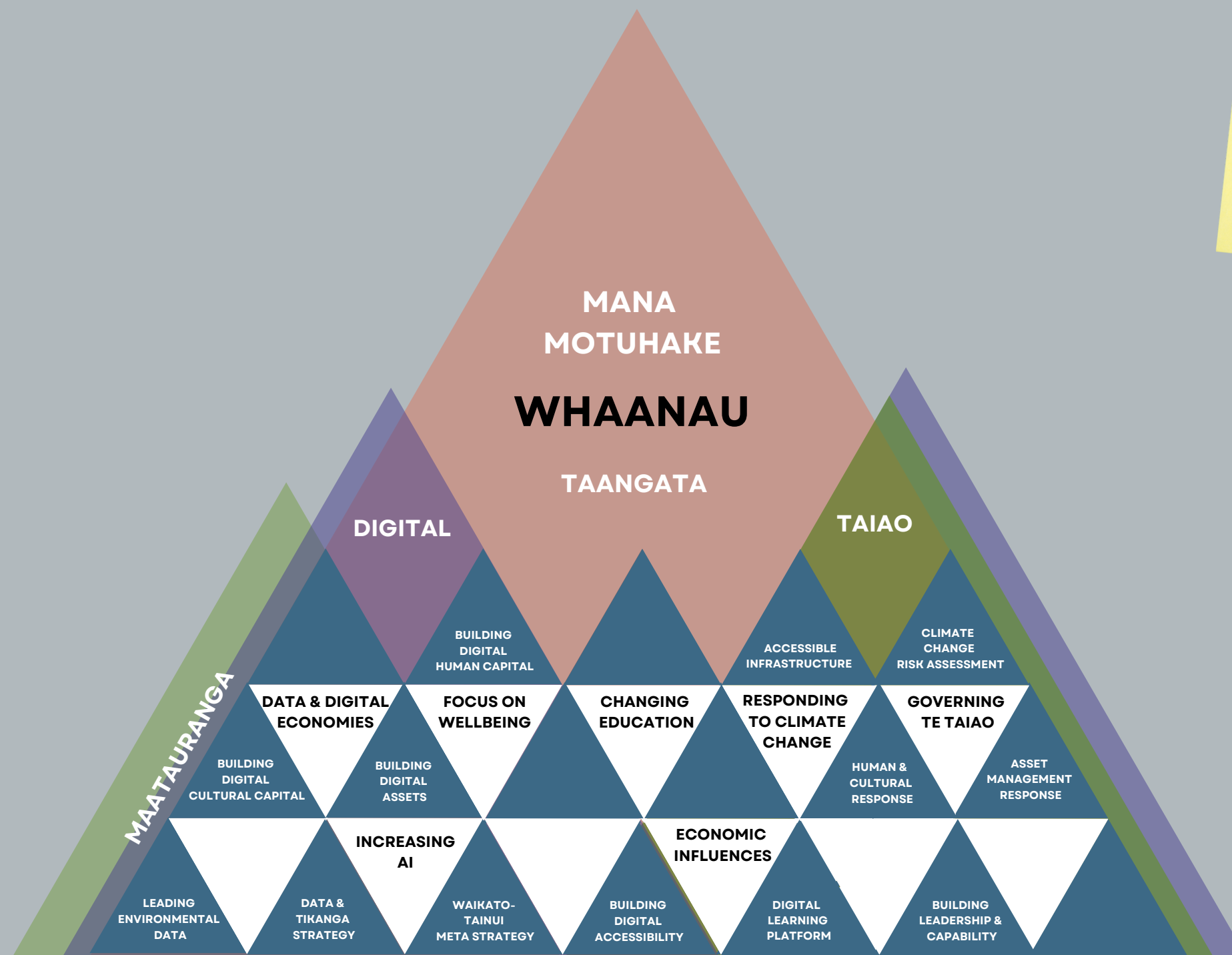Lead as champions for wellbeing. Maintaining this cross-cutting issue at the forefront into our future will be paramount:
- Emergency response
- Hauora - changes in needs and demand
- Caring for kamaatua

Enable
Pursue kaupapa that enable our learners through:
- Access to technology and infrastructure
- Waikato-Tainui curricula/content - reo, mita, tikanga informed
- Pathways to identified future job demand

Patai
- Does this project prepare our people for the physical changes they or their whenua may face in our future climate?
- Does this project support our people to adapt or sustain themselves in situ in their future?
- Can this mahi be funded externally?

Patai
- Does this project enable us to be more resilient to global shocks?
- Does this project help us to support our people in times of uncertainty?
- How do tribal members gain from this initiative?

Patai
- Does this kaupapa enable Waikato-Tainui representation to be advanced?
- Does this enable advancement of Waikato-Tainui maatauranga in managing te taiao?

Patai
- How does this project help to form our unique and agreed perspective on data sovereignty?
- Is this an informed solution?
- Is this inter-operable?
- Is this solution safe for our people, and safe for our data?

Patai
- Is this project an example of using innovative technology to enhance, protect or restore our people or te taiao?
- Does this project offer solutions that are fit for purpose across our organisation?

Patai
- Does this project demonstrate hauora leadership?
- How is it supporting kamaatua care, changing hauora needs or emergency response solutions for our people?

Patai
- Does this project enable greater connectivity for our people?
- Does this project advance our people into an equitable access space?
- Is this project deeply informed by maatauranga, reo, mita and tikanga?
- Does this project enable fit for future pathways?

* 'People', 'us', 'our' in this context means - individuals, whaanau, marae, hapuu, organisation

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