

Leadership through restoration and healing

A Haumanu approach to leadership

An innovative new leadership programme offered by the Centre for Social Impact.

This 15-month programme is designed for leaders of all levels who are truly looking to help evolve a new world and rewire our systems. It draws on the Haumanu framework and processes, a deep approach to restorative systems change developed by the Centre for Social Impact.

Bringing restoration into the work of systems change means changing the way we work, relate, design, strategise, and learn together. Haumanu provides a healing orientation to leadership that can transform stuckness into aliveness. It offers a process method and practices to address all the structures that prohibit our full potential as leaders and as groups being released, to redesign our systems from a place of mauri ora; wellness and wholeness.

Haumanu incorporates insights from mātauranga Māori and Western knowledge. It draws on Theory U, Thomas Hubl's work on healing collective trauma, Peter Levin's work on somatic therapy and the wisdom passed down from our collective tupuna or ancestors.

The programme

The Restoration, Healing, Leadership programme will enable leaders to go deeper into the 'how' of bringing healing and restoration into their art of leadership and creating a new world where all can thrive. Many people understand why this is important, but struggle with the how.

Together over the 15 months, we will take you experientially through the Haumanu Āta process, so that you can use these ways of being and practices in your life and workplace.

This programme offers you an opportunity to:

- Deepen your skills to be better equipped to lead or facilitate a restorative and healing way of working within organisations or for yourself.
- Learn how to embody your potential.
- Understand your own biology and nervous system and how collective nervous systems work.
- Genuinely take care of yourself and your teams, not as a luxury but as a prerequisite for sustained change.
- Understand collective and intergenerational trauma - recognise how it operates, what it asks of us as leaders, and what healing requires.
- Create a healing field - the relational and systemic conditions that allow collective wounds to begin to shift.
- Continuously learn about and strengthen your practice and leadership.
- Be resourced and nourished - this programme will energise and hold space for fun too.

What is the time commitment?

Over the 15 months the programme includes:

- < three wānanga, in-person over two days
- < seven 2.5 hour online sessions
- < small group work in triads outside of the online sessions
- < an option to experience somatic bodywork.

In-person wānanga, North Shore, Auckland (9 am - 5 pm)

- < 3 - 4 September 2026, Vaughan Park Retreat, Long Bay
- < 10 - 11 March 2027
- < 18 - 19 August 2027

Online Zoom hui (10 am – 12.30 pm)

2026 29 September, 26 November

2027 4 February, 13 May, 24 June, 7 October and 1x TBC

Who is the programme for?

For what we might call evolutionary leaders - people who are oriented towards transformation rather than only improvement and efficiency, who want to contribute to a more tika and healing Aotearoa. You are likely a good fit if you:

- Are up for the mahi to develop your leadership and committed to helping leaders contribute to an equitable and just nation.
- Support the decolonisation work needed to create healthy systems and support Te Tiriti as our foundational way forward for Aotearoa New Zealand.
- Are open to working with the collective intelligence of the group on the complex issues leaders are facing.

What is the cost?

The 15-month programme is \$ 6,785.00 (incl GST). Cost includes morning tea, lunch and afternoon tea for in-person wānanga.

Accommodation and any travel expenses for in-person wānanga are not included. On-site accommodation options can be provided.

How do I apply?

Up to twenty places are available. Participants will be:

- < called to restoration and healing in systems change
- < up for prototyping in your organisation
- < up for looking at your own learning edges in this work
- < can make the time required for the programme.

Does this sound like you?

(Applications close 31 July 2026). [Apply here](#)

Your Restoration, Healing, Leadership programme team



Chloe Harwood | Co-facilitator, CSI Associate

When Strategy and Innovation Manager at Foundation North, Chloe oversaw strategy and innovation development, while also managing policy development, communications and planning. She was closely involved in the Foundation's continuing efforts to become a more strategic grant maker, including the Catalysts for Change programme, Māori and Pacific Education Initiative (MPEI), GIFT (Gulf Innovation Fund Together), South Auckland Community Innovation fund and participatory grant making approaches.

Chloe brings professional skills and experience across strategy development and innovation approaches, facilitation, research, organisational learning and reflective practice.



Louise Marra | Co-facilitator, CSI Associate

Ngāi Tūhoe and Ngati Pākehā

Louise provides specialist advice on our Haumanu programme. She has capabilities in healing systems and creating deep-performing teams that can work with the traumas of the past to create presence and freer futures. She runs many programmes in leadership, facilitation, learning to work in restorative ways and works with Pakeha helping them in their work for Aotearoa, supporting Māori and a Te Tiriti-led future. She is an executive coach, mentor, somatic therapist and co-founder of The Pākehā Project.



Cecilia Vakameilalo-Kioa | Haumanu Coach

Tongatapu, Vava'u, Ha'apai, Upolu

Cecilia has had the privilege of serving the kaupapa of Leadership NZ as a small group facilitator, programme connector, and manager of the Mana Moana Experience (Community Service Leadership Programme), Tū Mau Mana Moana (Public Service Leadership Programme), and the NZ Leadership Programme. Through her training in Haumanu facilitation, she continues to deepen her practice, bringing a gentle, healing presence to the spaces she is invited to serve.



Rebecca Sinclair | Haumanu Coach

Rebecca is Honorary Research Fellow at Toi Rauwhāangi, College of Creative Arts, Massey University, Wellington and co-founder of The Pākehā Project.

With over 27 years' experience in creative education, her work focuses on the intersection of decolonisation, creativity, and complexity. Her creative practice infuses creativity and care into all aspects of life, and she likes nothing better than getting underneath the surface of things and asking beautiful questions that open up new possibilities.

Of Pākehā (Scottish and English) descent, Rebecca lives in Te Whanganui-a-Tara with her four daughters and their cat.



Nat Davis | Individual nervous system support

Nat is a bodyworker, drawing on more than 25 years' of experience in the health and wellness sector.

She weaves her training in physical education, holistic sports massage, therapeutic massage, ortho-bionomy, somatic experiencing and TRE to create a safe container that encourages deep exploration into healing and nervous system support.

Nat intuitively invites her Samoan and English ancestry into her practice. She identifies with Hauora models of wellbeing and seeks to support physical, mental, social and spiritual needs. She is a māmā to two beautiful girls.

Further reading

The Centre for Social [website](#) has further information about the Haumanu approach to leadership, including videos, a framework illustration and case studies of this approach in practice.

For any te reo Māori words that are new to you, here is a helpful [dictionary](#)

"We need to practice what we preach – a lot of this work is done in the mirroring of how we, as individuals, show up ourselves in a collective – then it becomes kind of contagious. Teams want to dive into systems change without noticing we are the system."

"I used to be so stressed all the time, now I'm so much calmer."

"My manager said the programme was doing wonders for me: more self-reflection, level headedness, willing to look at perspectives rather than reacting."

Quotes from CSI leadership programmes rooted in healing and restoration.