

# Whai Wāhitanga

## Engaging Rangatahi

Arohanui West

14 May 2025

***Te Pūaha o te Ako***

## Overview

- What does Whai wāhitanga mean?
- What does it look like to engage young people?
- How is engaging young people done well?
- The role of young people as tutu
- Dare to question authority
- Making time for play



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## The Mana young people have:



**Mauri (o Te Taiohi)**



**Whakapapa (Taiohi)**



**Hononga (Taiohi)**



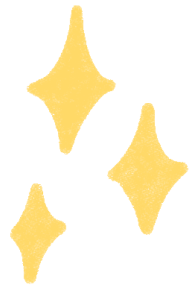
**Te Ao (Taiohi)**

Source: Ara Taiohi

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## Mauri

Mauri is the life spark inherent in all young people. It includes their values beliefs, skills, and talents



## Whakapapa

Whakapapa is the genealogies and stories of descendants and their connection to whenua (land) for all cultures.



## Hononga

Linked to whakapapa, hononga is about connection to people, land/whenua, resources, spirituality, the digital world and the environment.



## Te Ao

Te Ao Taiohi is the world of the young person. It is impacted by big picture influences such as social and economic contexts and dominant cultural values.



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## Self reflection

Take a minute to reflect on your world. Think of the mauri, hononga, and whakapapa that you carry and how that shapes your worldview.

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## How we can support young people:



**Whanaungatanga**



**Manaakitanga**



**Whai Wāhitanga**



**Mātauranga**

Source: Ara Taiohi

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## Whanaungatanga

Whanaungatanga is about relationship, kinship and a sense of family connection.



## Manaakitanga

Manaakitanga is expressing kindness and respect for others, emphasising responsibility and reciprocity.



## Whai Wāhitanga

Mana determines the right of a young person to have agency in their lives and the decisions that affect them. From this flows Whai Wāhitanga - participation..



## Mātaurangaranga

Mātauranga refers to knowledge, wisdom, understanding and skill. It includes research, individual experience, customary and cultural knowledge, and the beliefs and ideals held by young people and their whānau.



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## Self reflection

- What support did you need when you were 15, 17, 19?
- How can you show up as that person for our rangatahi of today?



# Whai Wāhitanga

“Mana is the authority we inherit at birth and we accrue over our lifetime. It determines the right of a young person to have agency in their lives and the decisions that affect them. It acknowledges self-determination, empowered citizenship and authentic learning. From this flows whai wāhitanga, participation.”

Source: Ara Taiohi

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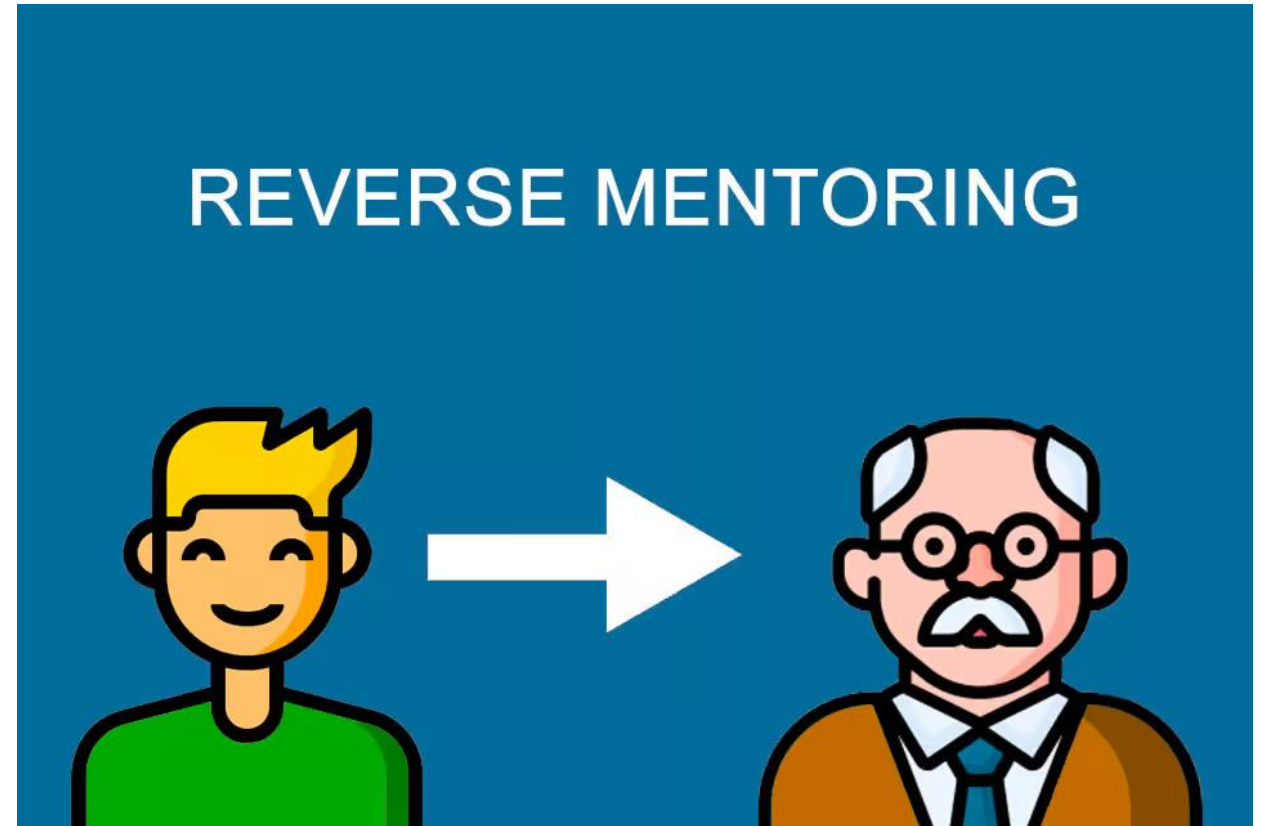
# Reverse Mentoring

## Benefits:

- Increased retention of young staff.
- Sharing of digital skills.
- Driving culture change.
- Promoting diversity.

## Considerations:

- The right match is crucial.
- Address mentees' fear and distrust.
- Ensure strong commitment from the mentees



Source: Harvard Business Review

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# Meaningful youth engagement requires collaborative leadership

Every bird is a leader and a follower. I believe it should be the same for business; leadership shouldn't be a lonely job.

When the leadership roles is shared, each individual is encouraged and empowered to take the front seat and make decisions in the best interest of everyone.



Source: Forbes Business Council  
Image: Getty

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**How do we empower rangatahi to  
engage in meaningful ways?**

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# 1. Create safe spaces to make mistakes

Physiological safety in the workplace makes people more willing to:



**Speak up**

**Take risks**

**Ask for help**

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## 2. Dare to do things differently

Young people should feel safe to question authority or at least ask; why is this the way we do it?

***If we always do what we've always done, we will always get what we've always got.***



**Listen**

**Decide**

**Communicate**

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### 3. Make time for play

The role of a rangatahi is to be a tutu.  
Innovation is born when we let young people  
play, be a tutu and make mistakes in safe  
spaces.



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# "He iti hoki te mokoroa nāna i kakati te kahikatea"

- *The grub may be small, but it will eat through the kahikatea (whitepine).*



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## What can we do?

- Honour their time and talent - pizza isn't payment.
- Resource rangatahi - give them the tools to realise their aspirations.
- Cede power where possible.
- Provide leadership training, workshops, and internship opportunities.
- Support rangatahi-led projects with funding and guidance.
- Recognise and celebrating youth contributions.
- Host community hui and workshops in youth-friendly spaces.
- Maintain cultural safety.

# ***Te Pūaha o te Ako***

**Thank you**