

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.

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.

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 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.

"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 Centre for Social Impact leadership programmes rooted in healing and restoration.

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)

- < 10 - 11 March 2027 Vaughan Park Retreat, Long Bay
- < 18 - 19 August 2027
- < 8 - 9 March 2028

Online Zoom hui (10 am - 12.30 pm)

2026 26 November

2027 11 February, 13 May, 24 June, 7 October, 11 November

2028 17 February

How do I apply?

Up to twenty five 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 16 October 2026).

[Apply here](#)

Your Restoration, Healing, Leadership programme team



Louise Marra
Ngāi Tūhoe and Ngāti Pākehā

Louise is the co-creator of the Haumanu and Āta frameworks, processes and programmes. She is a systems healer, working on systems change globally to create a movement of healing systems. She has prototyped this work with many Aotearoa New Zealand and international organisations and networks, and continues to develop new processes that help this kaupapa land for people. She is co-founder of the Pākehā Project, a movement of Pākehā in NZ doing their own work to restore the inequities of the past, supporting Māori and a Te Tiriti-led future. She is an executive coach, mentor, somatic therapist, and intergenerational and collective trauma facilitator and founder of her own business louisemarra.com and Unity House. She is dedicated to healing the past so new futures can truly be realised.



Zane Wedding
Ngaati Pikiao, Ngāti Kuri

Zane Wedding is a leader, educator, and environmental advocate. Currently General Manager of the Mangere Mountain Education Centre, he has worked across youth development, environmental activism, and tertiary education. He is a passionate supporter of te reo Māori, cultural revitalisation, and community-led change.



Rebecca Sinclair

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 Davies

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.



Douglas Drummond
Ngāi Tahu, Ngati Pākehā

Douglas is a facilitator, mediator and embodiment teacher whose work explores how people can create more restorative, resilient and relational ways of working together. For more than 15 years, he has facilitated embodied learning experiences that bring together somatic practice, systems thinking, reconciliation and the dynamics of belonging, power and relationship.

He is the founder of Weaving Waters, an initiative focused on how we gather, heal and build stronger relationships across difference. His work includes supporting reconciliation processes between organisations and Indigenous communities, facilitating leadership and systems-change programmes, and designing experiences that help people move from intellectual understanding into embodied practice. Douglas brings particular interest to the relationship between personal agency, collective healing and systems change, and to creating conditions where complexity, difference and difficult histories can be approached with curiosity, humility and care.



Chloe Harwood

Chloe is part of the CSI team behind the development of the Haumanu and Āta frameworks, supporting the delivery and facilitation training for Haumanu. With twenty years' experience in philanthropy, she has worked alongside funders to help them innovate, becoming more strategic and transformational in their approach. Today, her focus is on supporting organisations and leaders to bring restoration and healing into how they work - creating the conditions for deeper systems change. Of Pakeha descent Chloe lives on Waiheke Island with her partner and two children.



Cecilia Vakameilalo-Kioa
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.

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](#).
