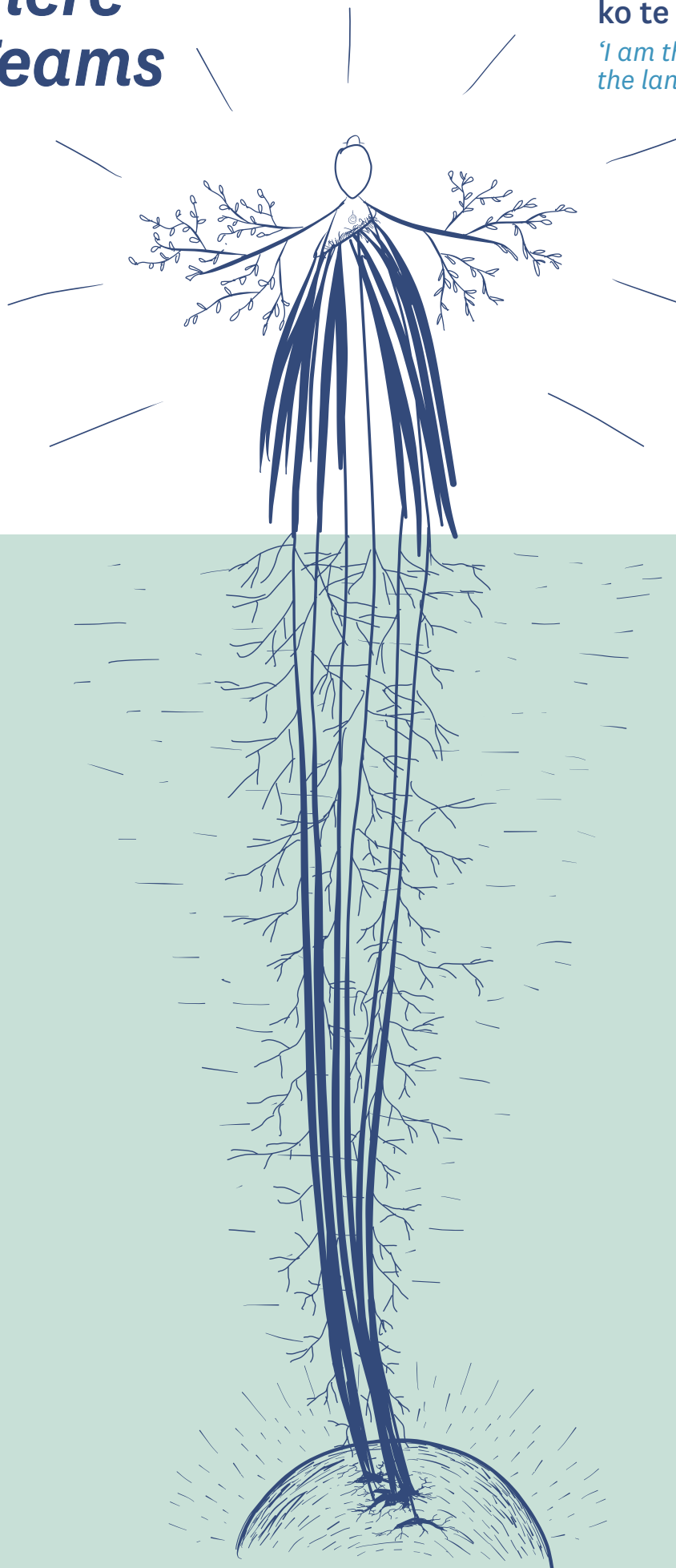


# Ngahere for Teams

Ko au te whenua,  
ko te whenua, ko au  
*'I am the land and  
the land is me'*





# Ngahere for Teams

The Ngahere journey began with hauora workshops for individuals. These workshops introduced a practice of taking one-minute micropauses throughout each day to slow down, calm and unwind our nervous system, and come back into our connected, whole and essential selves. To help people do this, we offered a series of brief guided processes and meditations, 'Hā moments'. We challenged workshop participants to make time for six Hā moments each day to build the strengths of this meditative process into their body systems, and the systems they work in.

Often in the busyness of working life we don't take the time to build the relationships, undo the entanglements and make space for the connection required for everyone to feel safe, seen, heard, and able to thrive. We can all bring our medicine and pūmanawa to unleash our full potential into the mahi.

Ngahere for teams aims to help you do this by building on the Hā moments and adding other processes to help your team's wellbeing and connectivity. As you practice your Hā moments and our other processes, over time, your team will become like a ngahere; grounded, connected to each other, reaching to the light, with all parts bringing their medicine and pūmanawa into the taio.

Through Ngahere for Teams, we will encourage you to build on what we offer, to give the Hā moment process and the other processes a go, to learn what works for you and what doesn't, and perhaps prototype some ideas of your own.

We are working with both Te Ao Māori and modern western science around the nervous system. Our nervous system provides a map for understanding our responses and how to create enough safety and connection for all to bring their gifts into a team and also to be able to keep the team space digesting and integrating all the experiences that happen.

Also bring your individual, team and organisational wisdom, cultures and creativity into this process.

Our framing for each of the ngahere processes includes these elements:



**Whakataukī** a significant saying, an inspirational statement, quote, or proverb



**Hononga and Rongoā** a remedy, a treatment, a guidance, a process for your team connection



**Whakaata /reflection** considering what is changing as we practice connecting together more deeply.















# Clearings and courageous conversations

## Whakataukī

*Elephants are built by conversations that don't happen when they need to.*

## Hononga process

Teams often hit tensions that can arise from small interpersonal issues through to systemic issues around major topics such as colonisation. Tension can be a new future trying to emerge, something trying to change. It is how we work with these tensions that matters. As teams we need to know how to work with these issues when they arise.

Here we introduce two processes, one for a team to use to guide them when conversations enter deep and difficult territory, and one for individuals to address the small hurts, slights and relational tensions that drain us as individuals and drain the collective.

The processes, approached with aroha, can help us have challenging and healing conversations. They are designed to be deep enough and safe enough. Use them as guides and change them as necessary for your own cultural context. If you want to adapt the protocols for your culture, remember to retain the key elements that support safety and reconnection.

In all senior teams we work with we require that people commit to regular clearings for the benefit of the whole team. These are deeper conversations between people where the tension has arisen and hasn't been cleared. The highest form of trust is rupture and repair; we know we will not be perfect, but we commit to staying in relationship to each other, and clearing what needs to be cleared for our connection to be free of tension again.

- Before you start to use one or both of these processes, it is useful for each person in the team to do a mind map of their relationships and what state they are in. Are they clear, or could they do with some clearing? Are there some boundaries needed or more truth telling?
  - Put yourself in the centre of your mind map - your relational web and then map your close relationships - work and broader life and consider the quality of them. What is the mauri of that relationship? You could use a scale: robust and intimate; collegial and working well; elephants between us; stuck; need to be built; abusive relationships that need to be walked away from.
- It is illuminating to rate them and then also to note in your mind map what patterns of yours are playing out, and where these came from. Then from here you can practice anew.

Once you have done this map then pick one relatively safe and not too hard relationship to start with to do a clearing process. We would really recommend that you stick to the format above as much as possible, it is designed to be safe and deep enough to clear. Of course, amend it for your cultural context.

## Whakaata/Reflection:

- What were your fears around doing this practice?
- How did you prepare yourself? What surprised you in the conversation?
- How did you both feel after?
- What can you see might happen if everyone in a team committed to this?



Enjoy!

## Appendix 1

### **Clearings Process and challenging conversations in teams.**

These times require us to dig deep into ourselves to be able to play our part in helping lead and create a world where all beings and the planet thrives. It will require dissolving structures that do not serve this and rebuilding new ones together. We need to “hospice out the old world and midwife in the new”. This requires that teams together work out how to do this in their organisation and system. These two processes, one for a team and one for individuals, help us have the challenging and healing conversations that help rewire every connection we make across hurt.

Clearings process for individuals when tension has arisen and is impacting the relationship and the team or culture.

This process can be done when you and the other person feel safe enough together.

1. Reflect (person A) on who in the team you have a small entanglement with? Reflect on the source of where it started – what happened (or didn't – it might just be your judgement) that made you turn away from the person – even a little bit. All entanglements involve a hurt, so don't just think about what happened. Think about your hurt, and what happened in you.

What was the impact on you, what was your response inside you to them? Reflect on whether this is a pattern for you – what core source wound of yours is actually trying to arise via this person to be healed? You don't have to get this all sorted – it is an exploration. Also think about what resources you bring to have this conversation, and what your motivation is. Healing and coming back into connection is always a good start.

2. Approach the person involved (person B) and ask for a clearing. Sort together a time and space that works for you both. Decide if you need another person, or you both need another person. You may not need anyone. If you want to bring other people into the process, share it with them and talk them through it so they also come prepared.
3. When you meet just take time to connect first. Allow time for you both to bring into the conversation the image or memory of something

that grounds you from whānau, whenua, moana, ancestors, music - whatever nourishes you. Agree the timing and the process.

4. Person A leads the conversation and goes over:
  - How you feel about the relationship – “I” statements, not ‘you’ statements. “I feel that...” What impact the person has had on you via what happened. (“I” statements not you statements
  - How this relates to your past and patterns you are aware of and still working through yourself.
  - What you need them to know and what you need to be different for you. What you would like.
5. Person B then reflects back what they heard to ensure they understood. They don't intervene they just listen. The process allows for them to reflect back later in the conversation. Person A lets Person B know if they feel Person B has understood them, and if necessary, clarifies points that were important and missed.
6. Person B then shares same process as point 4 above
7. Person A then reflects back to Person B on what they heard and understood
8. Then allow time for some mutual sharing on how the connection feels now.
9. At this stage you can both step away. You don't have to agree next steps immediately – you can let the energy of restoration do its work. If either of you feel some next steps are needed, keep them simple.

### **Process for challenging conversations within teams**

In team meetings we often hit huge issues that cause tension. These issues come into the room, via the dynamics within the team. We feel them as tension, or awkwardness, or a palpable feeling of discomfort when no-one knows quite what to say or do. But these uncomfortable moments are actually a part of the trauma field trying to be seen and heard; to be transformed and healed. This is the path towards evolving a new system. Teams can learn to become good at allowing the big issues, and meeting them together, but this does require a different method than many are used to. Below is a process for meeting these challenges. You could see if your team is willing

## Appendix 1

to give it a go, to try this process as a fresh approach to addressing uncomfortable situations. The common pattern of burying these issues actually creates more harm and disconnect and entangles a culture further.

1. Notice that tension is arising in the meeting and something is creating that tension—it could be a comment, a topic, a disagreement, a lack of a way to move forward, a stuckness in the orthodox paradigm, or superiority.
2. The team can then acknowledge it is hitting a difficult or challenging place and activate a challenging conversation process or process. Pause and name the conversation and agree to use the process.
3. Pause further, so everyone can ground and breathe and resource themselves for the conversation. Bring in what support they need to have the conversation—eg connection to earth, ancestors, breath, body.
4. Everyone says how they enter the conversation – what state are they in for the *kōrero* and *aroha atu/ aroha mai*—what they will give into the conversation and what they need to receive from the group to fully participate.
5. Call on what resources you as a team need to be in the essential place. Let go of wanting to win or be right, and move towards wanting to connect and navigate and evolve the issue.
6. Take care of the person who is mainly holding or bringing the conversation, and those that it mainly impacts. See specifically what support they need. It may impact them the most. Consider where they sit at the table and who they want to sit with them—allow people to shift places where needed to provide support.
7. Let everyone at the table presence:
  - how the issue impacts them
  - how they feel about it
  - what they need as individuals
  - what they would love for the team to evolve in having the conversation
  - what they fear and how this creates a barrier for change
  - what their judgements are that are getting the way of change
8. Then do another round on content:
  - What each person sees as the nature of the problem.
  - Acknowledge what worldview you are in as you approach the problem and what this worldview might privilege. Which ways of knowing, being, doing, and valuing are you prioritising?
  - Is white superiority or institutional racism present where one worldview is taking precedence and causing pain to others. How does this show up here?
  - What might be possible to dismantle?
  - What needs to grow and evolve to truly create a new world?
  - What is everyone holding that needs to be re-stored?
  - Can we be in “withness” with it all to let it move through—not trying to suppress or control what is there?
  - Can we come back to the *mauri*—the life-force of connection, vitality, and flow—to create next steps and evolutionary pathways?
9. Decide together if this is an issue that can change quickly or is a slow burn issue.
10. Decide what resources are going to be put into creating some evolutionary pathway – how you will experiment with something different.
11. Everyone presences how they leave the conversation and if they need anything further resolved or they agree to a clearing between individuals. Check in especially with the holder and those impacted. Everyone needs to checkout.
12. Then find a way to plug back into presence, *mauri ora*, grounding, before you leave – *karakia* and *waiata*, or something connecting is good.