

Title	Develop and lead a Māori initiative within a public sector organisation		
Level	5	Credits	20

Purpose	<p>This unit standard is intended for people who are employed in the public sector and responsible for leading Māori initiatives within their organisation.</p> <p>People credited with this unit standard are able to:</p> <ul style="list-style-type: none"> – plan a Māori initiative within a public sector organisation; – describe own responsibilities and reporting requirements for leading a Māori initiative within a public sector organisation; – develop an action plan for a Māori initiative; – implement and lead a Māori initiative within a public sector organisation; – review a Māori initiative.
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Classification	Public Sector Services > Public Sector Māori
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Available grade	Achieved
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Guidance Information

- 1 Recommended unit standard entry:
Unit 14950, *Describe Te Tiriti o Waitangi/Treaty of Waitangi and its application in the public sector.*
- 2 Reference
A searchable list public sector organisations, of other names that organisations are commonly known by, or have previously been known by, see the Government A-Z at <https://www.govt.nz/organisations/>.
- 3 Definitions
Initiatives may include, but are not limited to, those relating to strengthening Māori responsiveness, engagement, capacity and/or capability.
Kawa refers to marae protocol, customs of the marae and wharenui, particularly those related to formal activities such as pōwhiri, speeches and mihimihi.
Organisational requirements refer to instructions to staff on policies, procedures, and methodologies which are documented and are available in the workplace.
Public sector organisations comprise the state sector organisations plus those of local government. Within the state sector lies the state services, and within this lies the core public service. *Tikanga Māori* are the practices to be followed in conducting the affairs of a group or an individual. They are the rules or customs handed down within a hapū or iwi. There is iwi variation on tikanga Māori. The context of this unit standard should begin with the local rohe or takiwā. Where local rohe are also

occupied by a number of other iwi, hapū or whānau, the tangata whenua and/or mana whenua view will take precedence.

4 Assessment Range

The candidate is required to lead a group or team to plan, develop and implement a Māori initiative within their own public sector organisation. The candidate should be in a role where they are responsible for communicating and reporting to management, staff, and external stakeholders regarding the Māori initiative.

- 5 Performance of outcomes of this unit standard will require consideration of the underlying values and responsibilities of people working in the public sector including standards of integrity and conduct and the Treaty of Waitangi and its principles.

Outcomes and performance criteria

Outcome 1

Plan a Māori initiative within a public sector organisation.

Performance criteria

- 1.1 Plan the purpose and intended outcomes for the development of the initiative in accordance with organisational requirements.
- 1.2 Plan the relationship between this initiative and other relevant organisational initiatives and objectives.
- 1.3 Plan the management of potential risks and mitigation of actual risks of the Māori initiative in accordance with organisational requirements.
- 1.4 Plan a cost analysis for the Māori initiative in accordance with organisation requirements.
- 1.5 Create a plan that meets organisational requirements and is approved by management.

Outcome 2

Describe own responsibilities and reporting requirements for leading a Māori initiative within a public sector organisation.

Performance criteria

- 2.1 Describe own responsibilities and reporting requirements for leading a Māori initiative within a public sector organisation in accordance with delegated authority and organisational requirements.

Outcome 3

Develop an action plan for a Māori initiative.

Performance criteria

3.1 Develop an action plan for a Māori initiative that includes planned deliverables, people involved and their responsibilities, support mechanisms for staff to complete their assigned responsibilities and enhance their performance, and the necessary timeframes.

Range support mechanisms may include but are not limited to – coaching, mentoring, professional development, peer support, peer review.

3.2 Develop an action plan that is specific, realistic, achievable, time bound and measurable.

3.3 Develop an action plan in consultation and agreement with management, key personnel and external stakeholders as applicable and is made before any action takes place.

Outcome 4

Implement and lead a Māori initiative within a public sector organisation.

Performance criteria

4.1 Implement initiatives in accordance with approved action plan and organisational requirements.

4.2 Select and apply leadership styles to influence others to achieve key deliverables in accordance with organisational requirements.

Range leadership styles may include but are not limited to – democratic, participative, laissez-faire, people-oriented, transformational.

4.3 Apply knowledge of kawa and tikanga Māori to teach and influence others when required and is in accordance with organisational requirements.

4.4 Communicate information and updates, where applicable, with relevant staff that are accurate, timely, and shared in a manner that meets their needs.

4.5 Identify any unresolved issues, concerns, and problems raised and take necessary corrective action.

Outcome 5

Review a Māori initiative.

Performance criteria

5.1 Review feedback from peers, management, and stakeholders and document in accordance with organisational requirements.

- 5.2 Monitor and review action plan for the Maori initiative in accordance with organisational requirements.
- 5.3 Review the Māori initiative and evaluate the intended outcomes and actual outcomes in accordance with organisational requirements.
- 5.4 Document review in accordance with organisational requirements.

Planned review date	31 December 2025
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	14 April 2011	31 December 2023
Rollover	2	17 August 2017	31 December 2023
Review	3	27 May 2021	N/A

Consent and Moderation Requirements (CMR) reference	0121
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Comments on this unit standard

Please contact The Skills Organisation info@skills.org.nz if you wish to suggest changes to the content of this unit standard.