



**Skills approached IMNZ to create and deliver a bespoke development programme for their Maori and Pasifika staff leaders. Theresa Rongonui, Workforce Development Lead at Skills, reveals what that development process was like, and how the end result has empowered and lifted her teams.**



**WHAT WAS SKILLS LOOKING TO ACHIEVE?**

Te Rau o te Huia is a Maori and Pasifika leaders programme for internal staff at Skills. Skills knew that they wanted to provide leadership pathways for their Maori and Pasifika staff to enable them to:

- Define and refine their leadership style
- Be exposed to senior leadership and governance
- Learn to goal set, and plan their career and professional development
- Progress in their career at Skills and beyond.

Theresa explains, “It’s a real focus for us to create pathways and opportunities for our Maori and Pasifika clients and apprentices, and if we’re going to do that in a real and genuine way then we need to be demonstrating it within our own organisation. We can’t just talk the talk. We wanted to walk the walk as well.”

**WHY DID SKILLS CHOOSE TO PARTNER WITH IMNZ?**

When Theresa and her team envisioned Te Rau o te Huia, they knew they’d be building it from scratch. They didn’t have a specific framework in mind, just the idea of what they were hoping to achieve.

“We knew IMNZ had experience in creating learning solutions and we wanted to build a programme that would suit our people,” she says.

“IMNZ have helped us to grow this programme and make it what it is. Every conversation I had with IMNZ, even when I didn’t really know what the programme should look like, was open and positive. There was never any hesitation or thought that we couldn’t achieve what we were after.”

Theresa is also quick to applaud the level of expertise IMNZ carry when comes to understanding leadership development: “It was such a supportive environment. Even when I didn’t know what I was doing, they used their experience and insight to help me build what we needed to build.”

**HOW HAS TRAINING WITH IMNZ IMPACTED YOUR ORGANISATION?**

The inaugural Te Rau o te Huia programme was a huge success and Theresa’s team is currently recruiting applicants for this year’s cohort of leaders.

“[IMNZ] absolutely empowered our learners! They picked the right person to facilitate the course, and everything was so considered around how they would best support us and put their best foot forward.”

She was so encouraged to see how inspired the course participants were after each training, and specifically delighted in how they brought their learnings back to build up their larger teams. The programme has encouraged the whole Skills community to grow and she looks forward to witnessing the further ripple effect of continuing the programme.

**TO GET STARTED ON YOUR TRAINING JOURNEY WITH IMNZ, GET IN TOUCH WITH OUR TEAM TODAY!**

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