

TIES Tools

TIES provides practical tools or guidelines for dealing with everyday issues that arise when seeking to engage with Tāmaki communities or contribute to local community developments. These tools are for:

- Transforming leadership
- Planning to engage with local communities
- Meetings
- Community meetings with government officials or others
- When there's a problem
- When circumstances require you to take a stand
- Growing relationships
- Naming and owning written work
- Referencing, using and/or adapting the TIES publication, framework and tools

It may be necessary to adapt these guidelines to meet the needs of particular situations or other communities. Here are three examples of TIES Tools and others can be found in Chapter five of the TIES Book.

Transforming leadership



TIES promotes transforming leadership. Each person can demonstrate some aspect of this kind of leadership. Here are some ideas:

Be the leader your community hopes you to be

- Act with dignity, so if your elders were in the room they'd feel proud of you.
- Show strength of character; do not succumb to unreasonable pressure or give up when the going gets tough, but instead work with others to find a way to work through or around the challenges you meet.
- Think before you speak and act; let anger be an ally by showing you what's important rather than leading you to say or do things you may later regret.
- Take considered risks to forge new pathways that bring out the whole and best of who we each are.
- Search for solutions acceptable to all parties.

Stay connected

- Speak well of your colleagues.
- Assume people are acting with good will and doing their best.
- Be prepared to tackle hard issues so people can rely on your honesty and integrity.
- Acknowledge a job well done or effort made.

Advocate for community

- Be a voice for a community vision in which many people can find themselves.
- Speak for community interests, distinguishing matters of concern to particular groups from common concerns.
- Be prepared to stand your ground and point out what is obvious to community, when others fail to understand local realities or come with unrealistic expectations.
- Look out for opportunities for community to speak for ourselves, rather than someone else speaking for or about us.
- Raise the bar on government-led actions, naming a community expectation to co-design and co-develop any initiatives affecting our future.
- Look for opportunities to enable community to build capacity or community members to polish their talents.
- Ask bold questions in the name of future generations who will inherit the outcomes of today's decisions.

Engaging with Tāmaki communities



When conducting hui, fono, wui, workshops and other such gatherings, talk to community leaders or workers first so that planning is based on sound advice. At community gatherings:

- Communicate clear intentions and expectations up front.
- Acknowledge those who attend and invite them to name their community connections.
- Keep in mind those who couldn't make it but are likely to be interested in what's going on.
- Recognise and appreciate diversity by doing activities that strengthen cultural identity and foster community pride.
- Encourage participants to tell stories that energise and inspire people.
- Give relevant information in community-friendly language so people can contribute meaningfully.
- Create space for talk that matters by asking relevant questions and encouraging people to speak in their own languages.
- Introduce an element of fun so people enjoy themselves.
- Make provisions for some refreshments that people will enjoy.
- At the end, track the day's achievements and talk about next steps (including who's going to do what and when).
- Provide a feedback loop.
- Afterwards, follow through by doing what you said you'd do.

Growing relationships



This tool may help when seeking to record the terms of a growing relationship. We call this kind of document, *He Whakaaturanga Pumahara: A record of what we wish to remember into the future.*

Kupu whakataki – preamble

- Who are the parties to this agreement?
- What is the role and mission of each party?
- What interests do both parties share in common?

Kaupapa – purpose

- What is the shared purpose in working together? Why do you want to work together?

He mātāpono – principles

- What principles do the parties share in common? What kinds of things are important to you both?
- How will you know that you are upholding your principles? What sorts of actions or behaviours will help you both to grow a strong working relationship and uphold your shared principles?

Whakatau tika – how we will work together

- Who will act as the key contacts?
- How will you work to establish and maintain good communications?
- How often will you meet and where? How will you go about setting an agenda of interest to both parties?
- Will your meetings be recorded and, if so, by whom?
- What resources are required to support your working together and who will provide these?
- How will you manage misunderstandings, disagreements and conflicts of any kind?
- How often will you review how things are going in the relationship?

TIES Framework

TIES is a framework for engaging with local communities. We see Tāmaki as ‘a community of communities’ and value many minds working together to create community knowledge and wisdom. TIES offers a principle-based approach to guide action and provides resources to help people ‘walk the TIES talk’ and become agents of change in local developments.

Here, we provide a couple of examples and others can be found in Chapter four of the TIES book:

TIES Principles
 The Tāmaki WOW
 A Process for Dialogue and Development
 Our Integrity Questions
 Cornerstones of Success

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Our integrity questions



Asking Integrity Questions helps us to ‘walk TIES talk’, especially when considering possible actions or proposals for community developments. Here are some examples:

- Whose idea was it? Whose agenda does it seek to fulfil and whose agenda misses out?
- What’s gone on before? What’s happened before that we should know about before starting something new? Or what’s happening now in the community which, if better supported or scaled up, would benefit more people living and working locally?
- Will this new action or proposal foster innovation, or doing things differently, to achieve better outcomes for our community? And if so, how? And if not, why not?
- How will community voices be included, heard and documented? Does this action or proposal, provide an opportunity for our communities to speak for ourselves rather than have someone else speaking for or about us? If so, how? And if not, why not?
- What kinds of outcomes will this initiative deliver, for whom and by when? What difference will it make and how will we know?
- How will this initiative be evaluated, and from whose perspective? Will communities have an opportunity to determine measurable outcomes important to us? And if so, how? And if not, why not?

TIES cornerstones of success



TIES cornerstones help to keep in mind factors for successful community developments and desired outcomes.

Cornerstone	The challenge	Rationale	Desired outcomes
Whole of community owned, led and driven	Ensuring that local residents and communities have a strong voice in determining the future of Tāmaki	When initiatives gain community ownership they’re more likely to achieve positive outcomes	Tāmaki communities positioned as agents of change and decision-makers
Building on what has gone before	Drawing on the knowledge, strengths and resilience alive in our diverse communities	There’s a lot of valuable knowledge in the community waiting to be recorded and harnessed	Community knowledge and ways of doing things inform local developments
Inclusive	Encouraging people to participate and stand together on common ground	Strength comes when local residents and communities unite around common purposes and take action	Local residents and communities join together to advance common interests
Action-focused	Achieving goals that make a difference on the ground in the everyday lives of people	Improving quality of life requires tangible outcomes, which will foster community confidence and engagement	Quick wins, sustainable outcomes and good news stories
Strategic	Engaging all parties who have an interest in the future of Tāmaki in local developments	Collaborative working arrangements are required to address troubling issues and fulfill community aspirations	Strategic partnerships across diverse local communities and sectors
Environmentally aware	Working for the health and wellbeing of our natural environment	A relationship to place is enhanced when people take steps to care for the land, the river, the mountains, the climate, the air we breathe and the vegetation	Local residents and communities take greater responsibility for the health and wellbeing of their natural environment
Treaty-based	Working in ways that work for mana whenua and taurahere	Seeking actively to forge a respectful relationship with mana whenua and taurahere will help to build understanding of particular interests and shared aspirations, and encourage joint action	The interests of mana whenua and/or of taurahere are understood and negotiated

Creating TIES that strengthen

TIES Framework and Tools