

joyous

The Te Reo Māori Leader Support for Joyous Conversation Set



Leader support for Joyous

This conversation set features seven conversations that have been designed to uplift leader capability when responding to feedback. It incorporates five tools from our leader toolkit that leaders can adopt when approaching difficult conversations. It also measures how comfortable leaders feel when using Joyous.

The seven questions can be run during the first seven weeks of an organization's campaign. We recommend sending your regular Joyous questions on a Tuesday at 8.30 am and send questions to leaders on a Thursday at 8.30 am.

We also recommend that organizations set the visibility of conversations so that HR partners or relevant leads are the responders. This allows conversations to occur in a safe coaching space.

The seven conversations can also be sent to leaders who have been using Joyous for a while and who may need additional tools to help them respond to feedback.



Leader support

Tautiakitanga Kaihautū

We've collaborated with **Maurea Consulting** to translate the Leader Support for Joyous conversations into Te Reo Māori to form a dual language conversation set. Together with Maurea consulting, we want to help people ignite their Māori Cultural Competency in a safe, fun and explorative way, making Māori culture accessible. With a history of working with large organisations in Aotearoa and leading change through their Te Kaa programme, Maurea consulting were a natural choice as a partner for Joyous.

Within this conversation set, you'll still find all of the same categories and topics as you would in the traditional Leader support for Joyous set; however, questions will be presented with both their English and Te Reo Māori translations.

The intent of these dual-language conversations is to help people in Aotearoa positively identify with Māori culture. They will also help people who want to improve their Te Reo Māori as we are able to present the two languages side by side in Joyous.



Resources

Ngā Rauemi

I am comfortable having difficult conversations.



Watch this **simple approach** to a difficult conversation. What is your approach to handling a difficult conversation?

He pai ki a au ngā whakawhitiwhiti kōrero uaua nei.



Mātaki mai **tēnei huarahi māmā** ki tēnei whakawhitiwhiti kōrero uaua nei. He aha te huarahi ka whāia e koe ki te whakatika i tēnei whakawhitiwhiti kōrero uaua nei?

I often use active listening when talking to my team.



Watch **this approach** to active listening online. Can you share a recent example where you could have applied active listening?

I a au e kōrero ana ki taku rōpū, ka pīkari te whakarongo atu.



Mātaki mai **tēnei huarahi** mō te whakarongo pīkari ā-tuihono. E taea ana rānei koe te whakaaro mō tētahi taura i āhei ai koe te whakamahi i tēnei momo o te whakarongo?

I motivate my team with positive feedback.



Watch **this approach** to motivating people with positive feedback. What behaviors from your team align with the culture at ACME?

Mā te tuku kōrero pai e hihiko ai taku rōpū.



Mātaki mai **tēnei huarahi** mō te tuku kōrero pai ki whakahihiko tāngata. He aha ngā whanonga kei tō rōpū e hāngai ana ki ngā tikanga ahurea kei tō [wāhi mahi]?

I focus on building relationships with my team.



Watch **this set** of relationship-building statements. Which of these statements could work for you?

Ka arotahi au ki te whanaungatanga i waenga tonu i te rōpū.



Mātaki mai **tēnei rārangi** whakataunga mō te whanaungatanga. Ko ēhea ngā whakataunga kōrero pai ki a koe?

I take the time to consider the impact of my feedback.



Watch **this video** on filtering your feedback. What is one tip you can adopt right now to improve your feedback?

I a au e kōrero ana ki taku rōpū, ka pīkari te whakarongo atu.



Mātaki mai **tēnei huarahi** mō te whakarongo pīkari ā-tuihono. E taea ana rānei koe te whakaaro mō tētahi tauira i āhei ai koe te whakamahi i tēnei momo o te whakarongo?

Comfort Aumoe

I feel comfortable responding to my team in Joyous.



Is there anything that would make you feel more comfortable?

He pai ki a au te whakahoki kōrero ki taku ropū, ki Joyous.



He āhuatanga atu anō kia hāneanea ake tō noho?

I regularly respond to my team in Joyous.



What might help you to respond more regularly?

Ka whakahoki kōrero au ki taku rōpū ia wā, ia wā ki konei, ki Joyous.



He aha pea ētahi ara āwhina i a koe ki te tuku kōrero akiaki?

joyous

The Te Reo Māori Leader Support for Joyous Conversation Set

joyoushq.com

