

A Framework for Supervision in a Bi-cultural context

By Sandra Lee Skipwith



**Our role as supervisors is to
support the growth and productivity of our supervisees.**



Te Pou puts a Maori lens over Professional Supervision

But first a patai? (Patai= Question)

A whanau have a mara kai (food garden). They make mounds in the soil ready for planting. They plant the seed from the previous year. They provide water and compost. What are they growing?



Answer: They are not growing anything. They are providing an optimal environment for the seed, and plants to grow themselves and produce bountiful fruit. (Nephi Skipwith) The Te Pou framework creates an optimal environment for our supervisees to grow.

Using a Maori lens, Supervision starts and finishes with karakia. We utilise the knowledge, relationships, values / beliefs, and experiences to create an optimal environment for growth and sustainability.

Te Pou, an ancient Karakia

This ancient karakia (prayer) from the North was used when putting in a garden. It acknowledges the elements that can support the crops that will contribute to the wellbeing of the community, and also the elements that can contribute to the fall of the community. One or more pou were erected as kaitiaki (guardians) to watch over the gardens.





Translation

Te pou, te pou
Te tokotoko i whe nuku
Te tokotoko i whe rangi
Tookia tuukia
Ko te mumu, ko te awaha
Ko te manahi kai ota
Takiri panapana
Ka rau i runga, ka rau i raro
Ka whai tamore i runga,
ka whai tamore i raro
Tena ko te pou
Te pou o Rongo
No Rongo mauri ora
Ka o a e

The supports, The sustenance
The provision/protection from Mother Earth
Provision/ protection from sky father
The ravages and attack
Be that by the wind and the storm
From the wind and the storm
ripped up and strewn about
Here lies the crops pulled up,
Gathered from above, gathered from the earth
seek what is well rooted from above and the earth
This is the support
The support of Rongo,
from Rongo wellbeing

Applying 'Te Pou' in professional supervision

In Te Pou the Framework for supervision in a Bi-cultural context, the supervisee and supervisor, use four pou to identify and acknowledge the supports and resources available to the supervisee.

Under each Pou the supervisee will consider and identify people, knowledge's, values/beliefs, experiences that can be drawn on when required.

For example:

Supervisee - I am having difficulty in saying 'no' to requests from other staff and I am getting overloaded.

Supervisor- Who from your Pou do you think could handle that issue well? What would they do? Who else?

How would that work with you? Do you want to practice in role play?



Identify your four Pou

Pou Whakapapa/whanau (*family, friends*)

- Who are the people that provide you with an ear to unload on, a shoulder to cry on?
- Who never fail to make you smile or laugh?
- Who are those who have helped shape you?
- Those who you can rely on?



Pou Rangatira i te mahi (*professionals, experts, esteemed colleagues*)

Who are those people who you admire professionally?

- Professors or lecturers from university?
- Colleagues that you work with or have worked with?
- Authors you have studied?
- Your supervisor? Or boss?
- Your mentors and teachers?



Pou matauranga (*acquired knowledge's, life experiences*)

- Consider your own bodies of knowledge
- Your life experiences
- Your cultural/indigenous knowledge/s
- Your professional qualifications including code of ethics, legal boundaries and obligations
- Your on the job learnings



Pou wairua (*philosophies of life, faith, religion*)

- Philosophies of life
- Religious beliefs
- Higher order
- Cultural beliefs

You cannot separate these from who you are, but you can know where and how to use them to you in your work.





Ko te mumu, ko te awa

The winds and storms will test you

Supervisor guides the Supervisee in utilising each of their pou to support them in finding their solutions to the issues they bring?



Breaking through the
storm to reveal the
rainbows

Ka rau i runga Ka rau i raro

No Rongo Mauri Ora



The harvest and sustainability

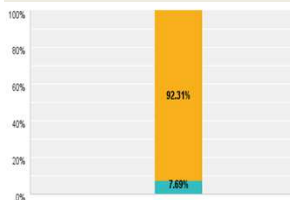
Celebrating the fruits, that contribute to the wellbeing of all.
Lessons learnt, experiences gained to add to your pou.
Setting aside the seed for future growth-sustainability



Te Pou has received positive feedback from the following:

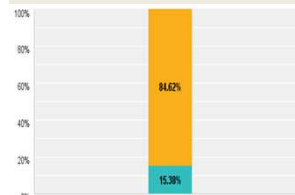
- Kaumatua and Kuia
- NZ Population Health Congress 2014
- Te Matapuna Tai Oranga- Maori Health Professionals
- WDHB Child and Family service supervisor training
- Te Wananga o Aotearoa supervision in a bi-cultural context students 2014
- Te Pou was presented to AUT lecturers of disciplines such as nursing, physio, psychotherapy and other practice professions. They answered the following questions;

I understand the principles of Te Pou A framework for supervision in a bi-cultural context.

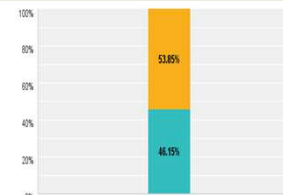


Disagree Somewhat agree Agree

The Te Pou framework can be used with both Maori and Non-Maori.



If you were a supervisee, would you see value in using this model?



Highly unlikely Unlikely Likely Highly likely

If you were a supervisor, would you see value in using this model?

