

TŪHONO MODEL OF MEDIATION OVERVIEW



Te Ara Tūhono



Te Ara a Ruaumoko



Te Ara a Tangaroa



Te Ara a Tāne



Te Ara a Rongo

TE ARA TŪHONO

Te Ara Tūhono covers aspects of tikanga (practices and social correctness), kawa (protocols & etiquette), te reo Māori (Māori language), pūrākau (narratives), whakatauki (proverbs), waiata/haka (song and dance) and karakia (prayer or incantation).

OBJECTIVES

- Create an environment conducive to discovering conflict safely;
- Understand a holistic Māori world view;
- Understand key concepts of a tikanga-based model of mediation;
- Confidently use and pronounce Māori words correctly;
- Understand the principles of Te Tiriti o Waitangi and how they apply to a mediation process;
- Use te reo Māori in formal and informal settings (karakia, waiata, haka, mihi); and
- Tūhono – understand dispute resolution from a Māori perspective.

TE ARA A RŪAUMOKO

Through Te Ara a Ruaumoko the mediator will assist parties to discover varying perspectives of a conflict situation. Conflict discovery can be a highly emotional and confronting process and creating a safe environment where all parties feel comfortable to speak and be heard, is important.



Te Ara a Ruaumoko

OBJECTIVES

- Waewae Pākura - Effectively manage power imbalance(s);
- Facilitate open discussions ensuring all issues are “on the table”; and
- Use techniques to ensure all parties are actively engaged in the mediation process.

TE ARA A TANGAROA



Through Te Ara a Tangaroa the mediator will work with parties to:

- explore the key issues that underpin the conflict situation; and
- understand the conflict situation from all perspectives.

This pathway should encourage parties to look beyond the surface of a dispute to focus on the drivers & causes of conflict.

OBJECTIVES

- Aramoana - Assist parties to re-evaluate their perspectives of the conflict situation using neutral and mutual terms;
- Steer parties away from non-issues and encourage them to understand the conflict situation from a different perspective;
- Support parties to discover underlying causes / drivers of a conflict situation.

TE ARA A TĀNE



Through Te Ara a Tāne the mediator will assist parties to develop and generate options to resolve the issues identified during Te Ara a Tangaroa.

This pathway should ensure that options are solution-focused and identify & address the needs and interests of both parties.

OBJECTIVES

- Te Whānau Marama - encourage parties to be resilient and persevere through conflict resolution; and
- Purapura Whetū - restore 'balance' and transform relationships between all parties.

TE ARA A RONGO



Through Te Ara a Rongo the mediator will assist parties to formalise the resolution or settlement of the conflict situation. This pathway should empower parties to take ownership of the outcomes & solutions.

OBJECTIVES

- Rau kūmara – confirming mutually agreed outcomes and a commitment by the parties to comply with such outcomes.
- Houhou I te Rongo – cleansing and neutralizing (of people and place) following resolution of conflict.