

Unlock the leadership potential of the wāhine/women in your team



Emerging Women Leaders
Programme 2026

Information for managers


ARA KITE
TAUMATA
PATHWAY TO THE SUMMIT



Does this sound familiar?

You're balancing increasing demands with limited resources, all while trying to lead your team through constant change.

You see promising wāhine/women in your team who could step up and share the leadership load. With the right skills and confidence, they could transform from talented team members into the strong leaders your organisation needs.

You're not alone in this challenge. Many leaders see the same untapped potential amongst wāhine/women in their teams.

We can help you to unlock their unrealised potential.

“
Ara ki te Taumata didn't just develop my staff member's leadership skills - it transformed her into a self-sufficient leader who truly backs herself - Rochelle Carrig, Engagement Manager, Hutt City Council
”

How Ara ki te Taumata helps

We understand the challenges leaders face in building confident, capable teams in a bi-cultural Aotearoa. That's why we created our Emerging Women Leaders Programme - a space for wāhine/women to find their voice, step into their potential and grow into the leaders your organisation needs.

We've been in your shoes, navigating the complexities of leadership while lifting others up. Our programme draws on decades of experience, insights from the wāhine/women we've supported, and research on what drives leadership success.

Research shows that when wāhine/women step into leadership, businesses thrive. It proves diverse leadership improves financial performance, fuels innovation and growth and strengthens organisational culture and retention.





Our triple focus approach

Our **Emerging Women Leaders Programme** is designed to help wāhine/women break through the barriers holding them back by focusing on three key strategies:

- **Mindset shift:** We help wāhine/women recognise how their habits and mindset may be limiting their potential.
- **Practical growth:** Through evidence-based tools, one-on-one coaching, interactive workshops, and weekly leadership experiments, wāhine/women gain the confidence and skills to move forward as leaders.
- **Supportive community:** We create a psychologically safe space where wāhine/women can explore, experiment and flourish alongside like-minded peers.

Together, these build not just strong leaders, but lead to stronger teams and organisational culture.

Meet the Ara ki te Taumata team

Kirsty Doyle

Kirsty (Rongomaiwahine, Ngāti Rakaipaaka, Ngāti Kahungunu ki Wairoa) is a seasoned leader with expertise in empowering emerging voices and collaborating with Māori communities. With a strong background in capacity development across the public and private sectors, Kirsty brings cultural insight, practical skills and strategic vision to our programme.



Esther Bukholt

Esther (Tauīwi and Danish) is a skilled facilitator and coach with decades of experience in leadership, collaboration and personal development. Drawing on her work in community and bi-cultural development, health and wellbeing, she helps participants discover actionable solutions to their challenges and provides learning experiences that stick.





Programme details

Duration: 9 months

Of guided, interactive learning mentoring, coaching, and group workshops

Cost: \$1875 (+gst) per person (paid in full) or 3 installments of \$687.50

Time Commitment:

- First four months: participants need to set aside approximately six hours per month for sessions, leadership experiments, and one-on-one coaching.
- Following five months: three hours per month

Frequently asked questions

Can we pay in installments?

Yes, we offer a payment plan of three installments of \$687.50 (+gst) . Alternatively, you can save 10% by paying in full for \$1875 (+gst).

Is there a not-for profit rate?

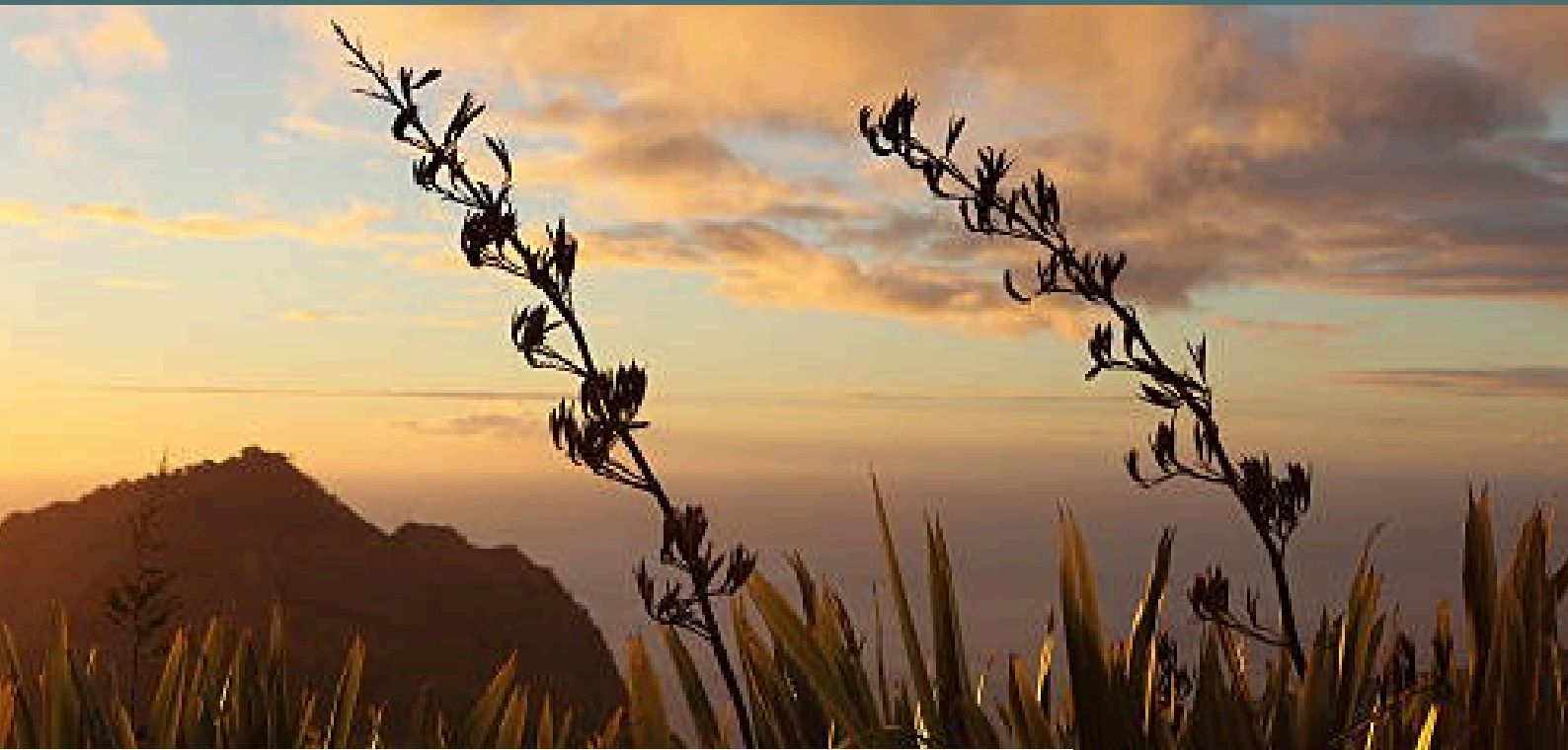
Yes, contact us to discuss options for not-for profit organisations.

Is this programme accredited?

Not yet! Watch this space.



Take the next step...



Just like you, we want the wāhine/women in your team to grow into confident leaders: ready to share the load and inspire your team and wider organisation.

Book a 20 minute video call with us to discuss your unique business and leadership needs. After your call, we'll provide a summary of our session and a detailed programme outline. That way, you can decide how many wāhine/women from your team would benefit from the programme.

Registration is [HERE](#)

Contact us at 021 0290 7864 or
contact@arakitetaumata.co.nz

Let's kōrero and explore how we can help you unlock the leadership potential in your team.

