



The Manurewa High School Business Academy

Past Present and Future



The vision that keeps on creating future success

In 2010 my wife Léonie and I established a fund with a focus on providing educational support for Manurewa High School students so that they, like us before them, could benefit the Manurewa Community. We are deeply convinced that education defines our future.

We are proud of our journey to develop the Manurewa High School Business Academy as an initiative to transform the lives of students and through them their families, by unleashing their Creative, Enterprising, Entrepreneurial potential.

The concept of partnerships is at the heart of this initiative. We trust you will find information here to understand our journey, and support learning design.

John Hynds

Founding chair, Hynds Foundation and Manurewa High School Business Academy



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2012-2016 Consultation and Establishment

This was a formative time. Ryan King was awarded a scholarship from the Hynds Foundation as a Year 12 student. The scholarship was the start of a significant investment by John and Léonie Hynds that would lead to the foundation of the Manurewa High Business Academy.

In 2013, Ryan and classmates entered the national Young Enterprise Scheme (YES), forming the Caring and Co Enterprise that produced Unique Drizzle – Olive Oil. Supported by a fantastic mentor, Lance Hutchison, from the Life Education Trust, and equally awesome teacher, Emma O'Riordan, their business flourished. Together they achieved a first for Manurewa High, winning the National Company of the Year, and CEO of the Year awards.

This success greatly encouraged John and founding advisers, Mark Bentley and Barry Spicer from the University of Auckland, to develop a concept for a Business Academy with the encouragement of the principal, Salvatore Garguilo. Connecting with entrepreneur Tony Falkenstein, they accessed the knowledge from the founders of Onehunga High School's Business Academy. A key learning was that independence was valuable to ongoing outcomes.

As the advisers and the school leadership grew to know each other, a community and foundations also grew. Business and community leaders Caroline Casey, David Irving, Terry Shubkin, Hilary Sumpter and Frank Solomon joined. In 2015 the founding documents were signed for a charitable trust and a partnership between the Business Academy and the Manurewa High School Board of Trustees (BOT). The guiding agreement aimed to support the development of business and tertiary networks for the benefit of the school community. It allowed for representation of two people on each other's boards, and the opportunity to contribute to leadership appointments. The Business Academy Board has valued the long-standing support of the Principal, and BOT member Richard Thornton in these roles, ensuring that there was alignment with school direction and needs.

Operational activities in this period focused on enhancing business learning and Young Enterprise success. We also collborated with partners to create programmes for Year 9s and 10s, inspiring them for their futures in work. The YES programme thrived under Emma as the teaching leader, though her 1960s prefab classroom was in need of an upgrade. It became a priority to see an inspirational PLACE for Business Learning.

We drew on the knowledge of the University of Auckland Business School's experience to achieve the Owen Glenn Building. Leanne Gibson joined to develop alumni connections and funding support for an iconic building. Hilary and Frank moved on, and Dellwyn Stuart served for a time as Hilary's replacement at the Auckland Foundation. Business broadcaster Andrew Patterson also joined us as a trustee. Andrew was deeply connected with the community through leadership programmes curated for Manurewa Intermediate and Manurewa High.

Other long-standing partnerships created in this era were with EY, ANZ Bank, and Nestle.

Our story continues on page 3



Reflections from the principal who helped to get the Business Academy started

In 2010 I was appointed as Principal at Manurewa High School. I was an experienced Principal after 12 years as Principal of Nelson College and two at Aga Khan in Tanzania.

I was impressed with the character of the school. The students were very friendly, interested in getting to know visitors, and were very caring.

What was missing for these students was connections to business and careers. Very few of them had family members in a career. Most of their families in employment were in very basic work such as night watchmen, supermarket shelf-stacking, and commercial cleaning roles.

In 2010 the school hosted its 50th anniversary. This was a good opportunity to identify alumni to provide a link between the current students and former students who had made a success in business.

At the alumni event John Hynds made it clear he was interested in supporting the current students. John's input was in many areas, allowing the school to develop a unique and powerful link with the business community.

The areas of John's contribution as I recall were:

- Young Enterprise is a very good secondary school programme but it does require good mentoring support. John established a support mentor and with the hard work of the teacher Emma O'Riordan, they won the national championship. This success gave the school a significant boost and belief that they could compete in a world that was out of their immediate environment. This success has been built on to develop a business branch of the school which is unique for schools of any decile.
- Provision of a scholarship for leavers which includes financial, moral and mentoring support. This has been added to by other alumni who have followed John's action and provided their own programmes.
- While John has obviously achieved well in the business world, he was also prepared to get alongside the school and assist with the day to day running of the school by joining the school board, appointing and paying for additional staff members to deliver the business programme, and leading a business-orientated committee in the school.
- John is well connected politically and in the business world. He worked hard to ensure his connections contributed to Manurewa High School.
- From his first input into the school, he was keen to make a major financial contribution to the building of a business centre in the school.
 He also paid for a model of the building which gave the school a positive mindset to deliver on the concept of a new build. While it took a while to develop, the building is now in place - another testimony to John.

Salvatore Gargiulo

























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Bright Pathway Grounded in Pacifica Values

Growing up in the Kiribati community meant I was always around a lot of people and it was always about having good relationships. That's a strength that now comes into my work, where 80% of my job is about maintaining relationships with suppliers and customers. Working in the Construction industry, you're dealing with typical tradies. Their days are tough, and they appreciate warmth in relationships, which is what I like to bring.

It wasn't an industry I considered while at school. I was studying Sciences and I thought I'd end up in Health. Some of my friends were studying Business, and I liked how they got to do amazing trips, get some fresh air outside the classroom. Emma - their teacher - agreed to let me join a Young Enterprise group and it gave me a taste of what business is like. It was a lot of fun, and hard work too. We would make our product (Black Bulb Garlic) in the Hospitality kitchen after school, then go home and be up till 2am working on assignments. We went to different events, like the Food Show, and it was amazing how people got interested in what we were doing and wanted to help us. We really developed a drive to make something of the business. We were encouraged to apply for the Prime Minister's Award for Pacific Business Excellence. We didn't think we had much of a chance as a group of high-school students, but we won. That was a real highlight for our group, and validation for me personally that if you put your mind to something, you can achieve it.

It gave me confidence that I could study Business and to apply for the Hynds scholarship. I remember the interview with John and Léonie Hynds like it was yesterday, because it was lifechanging. They helped me to see I am good enough. They actually gave the scholarship to someone else who was doing Engineering, but then they decided to give me one as well. I valued the financial support so much. I grew up with a single mum. I didn't want to be a financial burden on her. But I valued their belief in me, as much as their investment.

Naotia Atiana

Manurewa High leaver of 2014; Young Enterprise and University of Auckland Business School Alumni; Marketing Executive – Kobelco New Zealand I remember the interview with John and Léonie Hynds like it was yesterday, because it was lifechanging. They helped me to see I am good enough."





Future Problem Solving



Future Problem Solving– Global Impact Problem Solving (GIPS) – examines competitors' ability to think critically and creatively about emerging global issues. Students prepare intensively to compete through a two-hour exam in local and national events, aspiring to go to the International Conference held in the United States. Our "mighty Future Problem Solving Internationals" – John Chen, Okesene Fatu, Aimee Lew and Aaron Lew – achieved this goal for three consecutive years from 2016-2018.

Team member John Chen reflects

Future Problem Solving (FPS) focuses largely on technological solutions, which has grown my passion for technology and enabled me to see how the industry can positively impact the world.

What makes it unique from other academic competitions is that it requires four individuals – who are all bound to have different viewpoints – to work collaboratively and collectively. We all improve our skills in delegation, communication, organisation, time management and self-discipline, as well as gaining new knowledge relevant to the "Underlying Problem" we are tasked to solve.

Four South Auckland students represented their region through to the national championships for three consecutive years, and each time won the right to compete at the FPS Internationals.

Placing fourth internationally is a scenario that we would never had thought to be able to experience. What made it possible was the work and belief of incredible individuals and organisations. It is eye-opening to look back on our FPS journey and see just how many people got behind our team in our pursuit for academic excellence. Thank you so much to all the staff at Manurewa High, our coaches and chaperones, families, and generous funding supporters - the Hynds family, EY, and Pip Duncalf.

John Chen

Manurewa High School leaver of 2019, Hynds Scholar, University of Auckland Engineering School alumni, Tech sector graduate programme (Sydney)





Let's celebrate the Mighty Manurewa future problem solving internationals"





2017-2022 New Leadership and an Emerging Model

Continued from page 1

Consultation with the Ministry of Education for the new building was a drawn-out process. While we advocated and waited, new principal Pete Jones shifted our focus to <u>People</u> and <u>Programmes</u>.

Our strategic focus evolved to encompass outcomes in Business Learning, Alumni and Family Connection, Pathways to Employment, Tertiary Education and Business Ownership, and Effective Partnership Management. Leanne became full-time as Executive Director and Emma's role evolved from teaching current curriculum to a focus on innovation. Ambure Giborees' leadership of the Future Problem Solving programme made her a natural collaborator with the Business Academy and as new programmes evolved, she became a valuable teaching member of the team.

Programmes grew out of key partnerships:

- EY Mentoring for Success and Entrepreneur of the Year experiences.
- University of Auckland Business School scholarships and enhancement programmes, including through the UNLEASH Makerspace.
- Our own Makerspace developed with the support of The Southern Initiative, Ministry for Youth Development, Perpetual Guardian, Hugo Foundation, Foundation North, Auckland Airport Trust, and the 1968 Alumni Group (led by Anne Todd). The Ask Q team of Keu Iorangi, then Quin Robson and CJ Catayas

facilitated After School and Holiday Programmes, enabling us to develop an inclusive and fun space for learning with digital technologies.

 Mainfreight / Hynds Pathway to Employment, which combined paid work experience with workplace-relevant qualifications.

To support rapid growth, Ryan King joined our team part-time with a focus on programmes for younger alumni. Mark Bentley supported us to set up a Balanced Scorecard to track progress and set ever higher goals. Caroline Casey helped us create a framework for governance succession, and partnerships segmentation. Our admin load grew, and we were fortunate to have Robyn Hynds support us voluntarily to improve our processes and develop our system.

There were some changes in governance, with Terry Shubkin handing over to her Young Enterprise leader of the YES Scheme, Ian Musson. Jacinta Talia'uli and Ryan King joined our board, and we were proud to welcome them as alumni of the Business Academy.

Our growth continued and achievements gained national and international recognition.

- The mighty Future Problem Solving Internationals came fourth in the world in 2018.
- Yashna Kumar and Leanne Gibson were invited to present at the Fablearn Conference at Columbia University, New York about our early journey in Makerspace.

- The Locker Project an innovative solution to help homeless people in Manurewa – won the opportunity to participate in the Future Problem Solving Community competition in Massachusetts in 2019.
- Teachers Emma O'Riordan (2017) and Brendan Lambert (2021) win the YES Most Inspirational Teacher awards.
- The Business Learning Area has flourished with Rekha Ram (team leader), Brendan, Nilam Chandra, and Karishma Kelsey nurturing a growing number of students.
- In 2020, we were asked to take on management of the community garden, Te Maara Kai O Wirihana, where we established the social enterprise Maara Fresh. Young alumni Paige Dobbs supported in the garden, keeping it going to support community food security through the difficult Covid years. Te Maara has been a finalist in the Velocity competition, and Highly Commended in the Zero Waste Awards.
- We also established a social enterprise in the Makerspace, Manu Toi. With the support of Foundation North, Erena Donnelly joined as a Creative Maker in Residence.
- In both our social enterprises, we create work opportunities for current students and recent alumni. We are proud that alumni like Baue Rubeariki, Ryan and Paige have grown as leaders of the Business Academy programmes.
- Makerspace is a reference site, supporting other South Auckland high schools as they set up their own spaces.
- David Irving and the Ice Foundation provided terrific support to develop learning programmes related to the Future of Work. In 2020, we launched a webinar series to share knowledge of Emerging Technologies, Climate

Change and the Future of Food, with the support of partners working at the cutting edge of new ways in business. This knowledge sharing continues – to enable teachers and students to keep pace with technological change and its implications for work.

- The Westpac NZ Government Innovation Fund supported teachers to be partially off curriculum, developing programmes like Pathway to Employment, Makerspace and Future of Work Emergent Curriculum Design. The fund team was also important in enabling new opportunities. Rose Hipkins from NZCER provided valued guidance for our subsequent report (mhbafowproject.com).
- Lottery Community became a funding partner to support equity in employment outcomes for the community.
- We have provided insights on Education to Employment strategies to the Ministry of Education, and presented at an OECD Education conference, and to the AMPS Conference on Applying Education in a Complex World.
- In 2022, JR McKenzie Trust joined us to support Te Maara Kai's sustainable growth, allowing us to gain the knowledge and leadership of Levi Brinsdon Hall. This project has had many supporters, originially convened by Middlemore Foundation, and we acknowledge we have been only a part of its journey.
- We have also valued the support of Tindall Foundation and Entelar to begin to forge a pathway into high-value jobs in the Tech sector for our students. Teacher Nicholas Perez has led this collaboration.
- In 2023, we were able to begin supporting Papakura High School on a business partnerships journey, along with some of our partners.



Reflections from Principal Pete Jones: the shift to focus on People and Programmes

Context: Manurewa High School has a key charter strategic outcome of 'aakonga (learners) taking positive steps into, through and beyond school'. Effective transition is also one of our Kaahui Ako achievement challenges and both link directly into the aspirations for rangatahi through our Kawenata with Waikato Tainui.

The successful transition of our rangatahi beyond school has been a key focus for us since I became Principal in 2016. Each year between 25-35% of our students go on to tertiary education once they finish school, which leaves a significant number who do not. Developing successful and meaningful transitions from education to employment is a key area of local curriculum design we continue to work on, and is also the key measure of success for our kura. The need is significant with recent MSD data telling us that over 600 of our whaanau are classed as 'long term welfare' beneficiaries – that is whaanau receiving benefits for four years or more. If we can transition our rangatahi into successful further education, training and meaningful employment pathways then we can help break this poverty cycle.

At Manurewa High School we have had a Business Academy since 2012 which initially had a focus of raising funds to support a new business learning building. When I became Principal in 2016, we made a purposeful shift in focus towards people and programmes with the aim of building business partnerships to support the development of business learning, connections to opportunities beyond school, and real work experience.

With the amazing support of our Business Academy Board and especially alumni John and Léonie Hynds and the Hynds Foundation, we have had a full time Business Academy Executive Director, Leanne Gibson, whose focus areas include business partnership development, and fundraising to support the programmes we run. We also have a fulltime teacher, Emma O'Riordan, who works





across learning areas to disrupt the curriculum and connect our business partners with our teachers and students in school, as well as leading our Makerspace programmes and www.manu-toi.co.nz online platform.

I believe the Business Academy, the mahi of Leanne and Emma and the ongoing support of John and Léonie Hynds and the Hynds Foundation have been the key drivers of success, change and innovation for our kura and have helped shape our local curriculum design, the mindsets of teachers and employers and increase the real-world experiences, programmes and opportunities for our rangatahi. The positive connections and feedback from our business partners has also been a vital input into the development of our Learner Profile at Manurewa High School which clearly articulates the skills, capabilities and attributes our rangatahi need to 'be, grow and know' to be successful in the future of work when they leave school. (See Page 12)

Our positive challenge moving forward is to find, grow and develop new people, starting with Ryan and Jacinta to continue this

important mahi. It is very special that they are both alumni of Manurewa High School and have experienced the benefits of the Business Academy whilst still at school. We also need to find ways of funding these roles sustainably and without the reliance of philanthropic funding. We hope that the recently established National Education Learning Priorities (NELPS), specifically Objective 4, will lead to more specific support and sustainable funding from Government to enable this important mahi to continue to grow and thrive in our kura and across Aotearoa.

From a personal and professional perspective, I am so grateful for the support we have received to date and the programmes, opportunities and experiences that have come about through the mahi of a dedicated and visionary team who have made a positive difference to the lives of so many of our young people at Manurewa High School and across South Auckland.

Pete Jones – Tumuaki / Principal, Manurewa High School



Quin

A Purposeful Home for Business Learning

"Ko te pae tawhiti whaaia kia tata, ko te pae tata whakamaua kia tiina"

This whakatauki reminds us to seek out the goal, or the distant horizon and to always remember to celebrate the goals or horizons that have been attained. Te Pae Tata – the near horizon – is the name gifted by Ngati Tamaoho to the Business and Learning Hub.

The opening of Te Pae Tata / the Business and Learning Hub by the Prime Minister, Jacinda Ardern, took place on Friday, 2 September 2022. It took nearly a decade for the building to rise. It stands for decades to come, as a house of business, a home for the fostering of creativity, collaboration and entrepreneurial mindsets that one day can drive businesses of the future.















Current State of our System

A Balanced Scorecard system tracks students served, partnerships and programmes, key processes and fundraising performance indicators.

There are currently 70 active partnerships enabling and delivering 1700 unique learning experiences for students. Backmapping shows the strengths of our programmes in supporting the Be, Grow and Know baskets of the school's Learner Profile.

Makerspace is embedded and Emma is supporting numerous schools to establish their Makerspaces with an entrepreneurial mindset.

The model is scaling to Papakura High.

The Future of Work programme brings in to school knowledge about emerging technologies, climate change, and other trends affecting industries and jobs.

Te Maara Kai has secure funding and a wonderful team to enable it to grow and serve the community.



Explore and Grow:

Students are encouraged to reflect on their learning journey through the Learner Profile framework. The three kete guide Skills, Knowledge and Behaviours that will lead them to Piki Atu Ki Te Rangi – Aim High and Strive for Excellence.

2023 How we made an impact

32 Alumni Engagements

Our alumni network grows steadily each year with around 130 students graduating who have accessed a Business Academy opportunity. As alumni establish themselves on their pathways in further education or employment, they value the opportunity to return to share their journeys with current students.

70 Active Partnerships

Strengthening educational experiences through 70 active partnerships, enabling 1700 unique learning opportunities.

2200 Students Across Four Schools

Broadening educational reach to 2200 students in schools like Manurewa High and Papakura High, emphasising inclusive growth.

15 Teacher Professional Learning Experiences

Enhancing educational quality with 15 professional learning experiences for teachers across seven schools.





Success Factors

Governance: We have a dedicated and purposeful group of trustees creating value for the community. They have set strategies that deliver tangible outcomes in learning and pathways. They have attracted their networks to enable powerful partnerships and funding to create new programmes They have supported the team on the ground, tracking progress and providing encouragement to keep growing our impact. They have ensured that there is a blueprint for the future of the Business Academy that details all we have learned and developed.

Visionary Approach: A vision that pulls young people towards a better future, with the support they need to unleash their creative, enterprising, and entrepreneurial potential.

Fundraising Structure: A trust structure for fundraising.

Aligned Funding: Funding support that aligns with the mission of the Business Academy to transform the lives of students, and through them their families.

Highly Supportive Alumni: Role models are invaluable for helping to support aspirational outcomes

Strategic Agreement:

A Memorandum of Agreement with the Board of Trustees that has ensured alignment with its aspirations. Two trustees co-opted onto each other's boards.

Dedicated Leadership: A Principal who champions the vision and supports the team in execution of the vision.

Powerful Partnerships: Partnerships that provide knowledge and connection to what's ahead for our students, and help to prepare them for success.

The success of our initiatives hinges on the strategic efforts of our trustees, who have excelled in creating value through educational outcomes, strong partnerships, and effective funding strategies. Their vision and governance have profoundly impacted students and families, laying a solid foundation for the Business Academy's future.



back, L/R Richard Thornton, John Hynds, Pete Jones, David Clarke, Simon Craggs (Principal at Papakura High) front, L/R Ryan King, Ian Musson, Caroline Casey, Jacinta Talia'uli, Emma O'Riordan, Doug Carrie, Leanne Gibson, Mark Bentley

"

Thank you so much for getting me involved with everything you have. They have all honestly been such life-changing experiences."

A Standout Alumna Rises Above

Serenity Temu's journey as a graduate from Manurewa High School Business Academy is a shining example of the positive outcomes that educational support and opportunities can create. Her accomplishments, including graduating from the Young Enterprise programme, being an EY Mentee, and receiving a prestigious three-year scholarship to the University of Auckland Business School, underscore the significant role the Academy's partners play in fostering student success. Serenity has recently bought a Foodstuffs franchise with her partner. These achievements mark her as a standout alumna, demonstrating the powerful impact of targeted educational programmes in shaping the futures of young individuals.

Serenity's success story is reflective of the Academy's commitment to nurturing talent and ambition. Her path from high school to higher education and beyond is a testament to the transformative power of educational opportunities provided by the Academy. Students are equipped with the skills, knowledge, and experiences necessary to excel in their academic and professional lives, paving the way for future accomplishments and contributions to their communities.

A Plan for the Future

At the end of 2023, John Hynds, Leanne Gibson and Emma O'Riordan passed the leadership baton to Jacinta Talia'uli (Chair) and Ryan King (Executive Director). Emma will continue to rollout Business Academy programmes supporting Papakura High and other schools.

Jacinta and Ryan are outstanding new leaders for the Business Academy. They are alumni of the school, of Young Enterprise, and the University of Auckland Business School, and share a deep understanding of the Business Academy's foundational learning values. They have also served as trustees of the academy for a number of years. In his "day job", Ryan has supported delivery of Business Academy programmes alongside his role in youth employment for the Manurewa High School Pathways team, and youth economy programmes with The Southern Initiative. Jacinta has developed a career in procurement and also gained governance experience with Just Water and through Institute of Directors programmes.

There is also further opportunity to refresh the board. We aim to attract alumni and business community representatives who are enthusiastic to drive the impact of the Business Academy for the Manurewa community.

For more information:

Find us online

mhbafowproject.com facebook.com/manurewahighbusinessacademy linkedin.com/showcase/manurewa-high-business-academy

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Jacinta Talia'uli



Ryan King

Happy Confident Proud to be on this journey whaanau!

The journey I am on would not have been possible if it was not for the great teaching experienced at Manurewa High School. Getting practical experience in the business world through the Lion Foundation Young Enterprise Scheme was daunting, but having a dedicated teacher to guide us through the long and arduous journey made the experience more fulfilling and effective.

I was also able to develop networks with New Zealand business leaders that not only changed my life, it allowed me to develop and grow others from my community.

A highlight of my journey through university was to go to Stanford University to be part

of a global entrepreneurship summit. Then I encouraged and supported others to take this opportunity. In the graduate programme at Vodafone, our leader of Maaori engagement was needing to enhance our new staff induction process. I was proud that our Manurewa High students took the opportunity to come in regularly and offer the powhiri.

It will be incredible to continue to grow the Business Academy and further opportunities for our students to showcase their cultures and potential in the businessworld. I am excited to be supporting our community and the business leaders of tomorrow.

Ryan King

Embracing tomorrow's business and community leaders

My love for business started at Manurewa High School. I greatly enjoyed my Business Studies classes, participating in the Young Enterprise Programme and being mentored by the business leaders who supported the school. This opened my eyes to the potential of where business could take me in life and how I could use business to support my community.

I was the first in my family to graduate from university and work in Corporate Aotearoa. This was a whole new world for me where I had to learn a new way of doing things and sometimes navigate the inequalities facing our communities. While I was studying, I was fortunate to be supported by the business leaders who continued to support the school and its students. They encouraged me to take on exciting opportunities to expand my business knowledge and helped me to grow my business connections. Their support helped me to realise the potential that I have in becoming a corporate and community leader. As a high school with a diverse range of backgrounds, there is so much potential for our students to become the future business and community leaders of Aotearoa. Without them, there will be a knowledge gap in how to best serve our communities and our businesses will miss an opportunity to grow and realise the benefits of diversity.

Our students should not feel alone in navigating the corporate world. It is important that the Business Academy continues to provide the school and its students with a network of business professionals to support them on their journey in becoming tomorrow's business and community leaders.

As technology becomes increasingly integrated into our daily lives, the demand for skilled professionals continues to skyrocket. I strongly believe that the Business Academy has an opportunity to ensure that our students are well-equipped for the future of work and with the skills needed to support them in their careers.

Jacinta Talia'uli



I believe students should be able to choose what they learn, because with that freedom they can develop their passion and do something they actually love."

Makerspace Pioneer to International Trailblazer

Yashna Kumar was a founding member of Makerspace and her experience there attracted the Fablearn conference convenors. They invited her to be part of the student panel at the 2019 conference held at New York's Columbia University.

She was also part of the Locker Project team that qualified for the Future Problem Solving Internationals (community problem solving). The Locker Project created a safe space for homeless people to store their belongings.

Yashna was the 2019 winner of the Girl Boss STEM award. She is now studying engineering at university.



Partners & Collaboration





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