

Pick up lessons and burdens – they are not always negative, they can be gifts

“be a whiner”

Not knowing how you fit – mom from continent, dad from Hana

Deep desire to belong, and when we feel it our contribution can be so much higher

What if aina is the one asking for hooponopono – you don’t offer, you get asked. What if aina is asking to be healed.

Therapy – aina does the work for healing

How do we write oli that are relevant to today, and utilize it

Kahua

Kumuhana

Punawai in ourselves that is eternal, abundant, there to nourish ourselves. -but we can put a cap on it and go away and forget about while we are so busy trying to make our world better

Mihi – making our way back to center. Our world is pulling us in many different directions, there is an inner knowing we possess that is greater. We know how to move forward with confidence and aloha

Willingness – what do I say yes to? Follow our compass

When were those circles aligned? Was it ever clear?

What was the kumuhana?

What changed? Was it org or individual?

What can we live with in coming closer?

One of the challenges of the ED role = few individuals that has the success, sustainability, and legal requirements as kuleana. You have a different view. Others might not be in the same space.

What’s at the foundation? What’s at the root? Strong values will illuminate.

I love the personal-professional overlap.

How do you bring space for people to bring it all, but also still preserve space for the work to get done.

When I'm hiring for "get things done" might not be Hawaiian.

Backing away from an organization mentality

How do we generate movement to one direction

Hana – job, employment is transactional versus relational ha. Ha, noa, akahai, activate our breath of life to unleash gentleness in the world

Trying to work toward spaces, activate Hana in a way that is collective, and directional.

People dynamics is hardest part, people are coming and like all of us need healing, need direction, and are finding their way

We cannot isolate the working person, we take the whole person, with their own Hanaa and everything they are. Trying to fit someone into a slot

Continuum Concept

Genetic inheritance is dissonant with our external experience – upheaval and angst

First of all, we need to align with our own hana, stand in our own punawai, understand their hana and weave it all together,

I cannot live my Hana in this space

Find people who align with your hana

Being willing to let go of those who aren't ready

See those who persevere come out toward the other end,

That doesn't always translate well to our modern workplace experience

Not everyone can think through the whole cycle – the halau mindset makes us realize we can hold on a little longer

There is more to it than just us and the person – colleagues,

In a natural cycle, not everything makes it to the end. A natural sense of pangs and loss, things will die, not everything will come through the full cycle.

How long we go through that ... one the end or the other side, you have fulfilled your spirit and guiding needs.

Sometimes reflections – could have moved through it more quickly.

Difficulty of making decisions.

As leaders we have to untie from the dock.

Want people to want to be in the wa'a. Not coercing. Consent based

An org not rooted in aina or Hawaiian values, but we are never grounded in the kinds of values I would like to live in. Nonprofit grind sets up an unhealthy hustle I find myself in all the time.

Clarity is kind. Too many perspectives, too much different can be hard

30 40 50 100 – different ways of doing, knowing, being. But you're a kaukaou. Not having clarity causes more tension and isn't kind for the team. Clarity of vision, direction, that is kind.

Close – how do you return to your punawai?

Returning to quiet, making space

No measure of health to be well adjusted to a profoundly sick society – allowing children into our workspace,

Peace with being alone, but trying to do more of – what do we say yes to? Say yes to more things.

Kealaolaloa – pathway to long life