



10–12 June  
Christchurch

# ACE Conference 2025

AI | AI – Bridging Artificial Intelligence  
and Ancestral Intelligence



Adult and Community  
Education  
**ace**  
aotearoa

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**He Waka Eke Noa**  
**We are all in this**  
**together**

# Conference 2025

## Theme

### AI | AI – Bridging Artificial Intelligence and Ancestral Intelligence

This year's theme, "*AI | AI – Bridging Artificial Intelligence and Ancestral Intelligence*", will bring together educators, technologists and community leaders to explore the intersections of modern AI and ancestral wisdom. Our goal is to foster a rich dialogue that honours indigenous knowledge while embracing innovative applications of artificial intelligence in community and educational contexts.

By connecting these two realms, we aim to develop educational practices that respect and celebrate the past, while also paving the way toward a future embedded in collaboration, creativity and cultural integrity. Join us for a transformative learning experience, where we exchange ideas and practices, and highlight how the unique strengths of both artificial intelligence and ancestral wisdom are shaping adult and community education. This is an opportunity to reconceptualise the role of technology and tradition in shaping resilient and inclusive communities.

#### Thematic areas

1. **Cultural Relevance:** How can AI tools be designed to reflect and respect local customs, languages and traditions, and ensure educational practices resonate with diverse communities?
2. **Collaborative Learning:** Exploring partnerships between AI developers and indigenous knowledge holders to create culturally informed educational resources that empower learners.
3. **Ethical Considerations:** Addressing the ethical implications of using AI in education, particularly regarding data privacy, bias and the potential erasure of indigenous perspectives.
4. **Community Resilience:** Highlighting success stories where AI and ancestral intelligence have been synergised to build resilient and adaptive learning environments that respond to community needs.

Other categorisation of thematic areas:

- Governance (policy)
- Ethics (data sovereignty)
- Technology (tools and use)
- Teaching and learning (pedagogy)

# Conference 2025

## Cultural ceremonies

### Mihi Whakatau | Welcome

Participants attending the 2025 ACE Conference will be following the process that observes the kawa (protocol) of mana whenua (local people).

The whakatau marks the formal cultural ceremony commencement and ending of the event.

#### What is a whakatau?

A whakatau is a form of welcome ceremony similar to a pōwhiri, but less formal and more flexible. It's used in many different contexts and can be adapted to suit many types of occasions. The aspects that are common in both forms of welcome are the tikanga (values and principles) that underpin and drive them. The two key values are:

- manaakitanga – the process of showing respect, generosity and care for others
- whakawhanaungatanga – the process of establishing relationships

#### Why do we have a whakatau and not a powhiri?

As we will not be at a traditional marae, it's appropriate that we adopt the whakatau process for our formal and informal welcome ceremonies. This allows us to shape our kawa (welcome protocols) to uphold the underlying tikanga (values and principles) and create the greatest opportunity for all to participate.

#### What is our kawa?

The ACE Conference will follow the kawa of Ngāi Tāhu (pāke) and always look to ensure that our first language is Māori.

Pāke is when all local speakers (hosts) speak first, before handing over to the visiting speakers to respond. Once our guests have concluded their speech and song, one of the mana whenua speakers may then also stand (depending on the audience) to explain in English. This ensures as many people as possible understand what's been said.

#### Waiata

At the conclusion of each speaker's address, we encourage the singing of waiata (song) to support the sentiments expressed in the speech. We also encourage manuhiri (guests) to respond ite reo Māori, but we acknowledge and celebrate the use of indigenous languages.

## **The hongī**

Following the speeches, manuhiri guests are invited to come forward and hongī (press noses). This is initiated by shaking hands. The hongī is a traditional form of greeting. It acknowledges the genesis of time, according to the traditions and beliefs held across te Moana-nui-a-Kiwa (people of the ocean), Tāne formed the first woman Hine-ahu-one from the fertile soils of kura-waka by breathing life into her through the pressing of noses. The hongī is therefore an intimate expression of coming together.

## **The role of food**

The final act of the whakatau is to share kai (food). This is an essential part of the more formal pōwhiri process as it lifts any tapu (sacred, sacrosanct) aspects that have been part of the preceding formalities. We include it in our whakatau too as the sharing of kai is a time-honoured way to acknowledge togetherness and begin new relationships.

## **Order of proceedings:**

**Karanga** – call to enter

**Whaikōrero** – speeches from home side

**Whaikōrero** – speeches from guests

**Whakamārama** – Explanation

**Mihi** – welcome from mana whenua

**Hongī** – pressing of noses and shaking hands

**Kai** – refreshments

# Conference 2025

## Kaimahi

**Analiese Robertson** Hui Fono and ACE Conference Director

**Hannah Pia Baral** Kaiwhakahaere Matua | Chief Executive Officer

**Vivienne Reti** Office Manager

**Vivien Beduya** Communications

### Photographic Services

Our Conference photographer is Jo Moore. These photos will be shared publicly post-event on ACE Aotearoa socials and used in sector publications. If you do not wish to have your photo taken, please let Jo know.

### Video

Our Conference video team is Lightchasers. The video content will be shared publicly post-event on ACE Aotearoa socials. If you do not wish to be recorded, please let a member of the Lightchasers know.

## Our Conference Partners



## **Snapshot of the ACE Sector in Aotearoa**

Adult and Community Education is offered through schools, specialist non-government organisations such as Literacy Aotearoa and English Language Partners New Zealand, some Polytechnics, Rural Education Activities Programmes, continuing education departments of universities, Workers' Educational Associations, private training establishments, work places, health and social service organisations, community centres, unions, marae and other hapū/iwi and Māori organisations, as well as through a very large number of community-based, faith-based and cultural groups and organisations.

These activities are funded through a variety of government and philanthropic sources. Because of the diversity of adult learning on offer in Aotearoa and the way it is delivered in communities, it is difficult to accurately determine how many learners might be engaged at any one time. However, a recent survey which asked ACE Aotearoa members to provide data on their learners and the range of learning offered by their organisations, indicated that more than 81,876 learners were engaged in more than 7,036 programmes. This is a conservative estimate only but shows that lifelong learning is alive and well in Aotearoa.



## Conference 2025

### Kaikōrero

#### Te Ataahia Hurihanganui

Te Ataahia Hurihanganui (Rangitāne, Ngāti Kahungunu-ki-Wairarapa, Ngāti Ira, Ngāti Porou, Ngāti Tahu-Ngāti Whāoa, Tūhourangi-Ngāti Wāhiao, Ngāti Whakaue-Ngāti Te Roro o te Rangi) is a skilled and experienced educator with a rich career spanning over 15 years, specialising in te reo Māori, te ao Māori, and tikanga Māori knowledge transfer. Her extensive experience encompasses 12 years teaching in the ACE sector. She is currently based in her hometown of Whakaoriori (Masterton), Wairarapa where she runs her business, Reo Rua Ltd – a Māori language, education and training provider. As a multilingualist with a passion for people, culture, travel, and languages, Taahia harnesses her expertise stepping into facilitation as emcee like a rangatira, holding care of cultural ceremony while weaving analysis of knowledge offerings, leaving participants gaining front row immersion in events. Te Ataahia is a former board member of ACE Aotearoa, advisor to the ACE Hui Fono, and received the 2024 ACE Aotearoa Annual Award – Tangata Whenua Leader. She emceed the ACE Conference in 2024, working alongside Nohorua Parata, and returns to our 2025 Conference in Ōtautahi.



# Conference 2025

## programme

Day one	Tuesday 10 June
6:00-8:00pm	<b>Pre-conference networking event</b> – networking with Hui Fono participants hosted by Tagata Moana, catering by FUSH, Māori owned whānau business that serves beautiful kai and is passionate about normalising te reo Māori and making it accessible for all.
Day two	Wednesday 11 June
8:30am	Conference registration open
9:30am	<b>Mihi whakatau</b>
10:00am	<b>Welcome</b> and morning tea
10:30am	<b>Tāwhiwhi mai i te tangata whenua:</b> Te Taumata Tapu o Ngāi Tuāhuriri
10:45am	<b>Setting the scene:</b> Introduction and explanation of theme and programme, defining AI
11:00am	<b>Whakawhanaungatanga:</b> ACE environmental scan overview of ACE, getting to know the sector, getting to know who is attending ACE Conference (geographic, demographic, learner demographics, programme types, provider characteristics, workforce)
12:00pm	Lunch
1:00pm	<b>Keynote speaker:</b> Dr Karaitiana Taiuru
1:20pm	<b>Panel</b>
2:00pm	Afternoon tea
2:30pm	<b>Wānanga   Talanoa:</b> Small group discussions – AI in ACE
3:00pm	<b>Ako sessions:</b> Concurrent sessions
4:00pm	<b>Ako sessions:</b> Concurrent sessions
5:00pm	<b>Reflections from day one,</b> karakia whakamutunga
7:00pm	Dinner
8:00pm	<b>ACE Aotearoa Annual Awards</b>
9:00pm	Entertainment
11:00pm	Close day two

Day three	Thursday 12 June
9:00am	Karakia timatanga
9:05am	<b>Reflections</b>
9:15am	<b>International keynote speaker:</b> Jose Roberto 'Robbie' Guevara, President, International Council for Adult Education
9:35am	<b>Panel</b>
10:00am	Morning tea
10:30am	<b>Ako sessions</b>
11:30am	<b>Wānanga   Talanoa:</b> Small group discussions – AI in ACE
12:30pm	Lunch
1:30pm	<b>AI learning environment simulation</b>
2:30pm	<b>Evaluation:</b> Wrap up and considerations for sector action
3:00pm	Whakakapi
3:30pm	Karakia whakamutunga, afternoon tea and departures

# Conference 2025

## Ngā Kaikōrero | Speakers and Panellists

**Representative on behalf of  
Te Taumata Tapu o Ngāi Tuāhuriri**

**Charmaine Tukua-Pouwhare**  
– Senior Educator, Ara Institute  
of Canterbury



Charmaine Tukua-Pouwhare is a distinguished Māori educator with more than 25 years of dedicated service in adult and community education, particularly in the revitalisation of mātauranga Māori. As a senior educator at Ara Institute of Canterbury, she has profoundly influenced the delivery of te reo Māori and tikanga Māori programmes, focusing on foundational education in adult literacy, broadcasting and engineering. Throughout her tenure, Charmaine has served as a kaiako, programme leader, and currently as the operations coordinator at Te Puna Wānaka, Ara's Māori education unit. Her leadership has been instrumental in enhancing Māori learners' engagement and success in tertiary education. Her commitment extends beyond the learning environment; Charmaine has actively contributed to national literacy training and qualification delivery, ensuring culturally responsive educational practices. She was honoured with the 2022 ACE Aotearoa Educator of the Year – Tangata Whenua award, recognising her outstanding service and contribution to Māori education.

### Keynote speaker

## Dr Karaitiana Taiuru

Dr. Karaitiana Taiuru is a renowned Māori data sovereignty advocate, researcher, and thought leader. With a background in technology and indigenous rights, his work focuses on ensuring Māori communities retain control over their digital and cultural data. Dr. Taiuru champions the protection of Māori knowledge systems, advocating for ethical practices in the digital age. His research integrates ancestral intelligence with modern technologies, promoting the ethical use of AI and data while preserving Māori heritage and traditions. A passionate speaker and educator, he has played a pivotal role in raising awareness about the importance of data sovereignty for Indigenous peoples globally.



### International keynote speaker

## Robbie Guevara

Jose Roberto 'Robbie' Guevara is an educator with extensive experience in adult, community and popular education with a focus on education for sustainable development and global citizenship education. He is a sought-after facilitator for his expertise in participatory, creative, and experiential learning methodologies developed from his years of working as a grassroots environmental educator and theatre practitioner in the Philippines. Robbie is an associate professor at RMIT University, Melbourne, Australia where he is the program manager of the Master of Global Studies. He is the President of the International Council for Adult Education (ICAE). Robbie was inducted into the International Adult and Continuing Education Hall of Fame in October 2012 for his contribution to adult learning in the Asia-Pacific region. In 2016, he was awarded a CONFINTEA Research Scholarship by the UNESCO Institute for lifelong learning to conduct research on education and resilience.



## Panellists

Wednesday 11 June, 1:20pm – 2:00pm

### **Heidi Renata** – Founder, Chief Energy Officer, Curious Wahinepreneur, INNOV8HQ

With more than 25 years in the tech industry, including an illustrious 13-year stint at Vodafone NZ, Heidi believes that when you find the right waka with the right people, your journey will be transformative. Her forward-thinking approach to business and community leadership has earned her numerous accolades including the Otago Daily Times Business Leader of the Year in 2022 and the Programme of the Year in 2023 for her Mana Rangatahi Programme. Globally engaged, Heidi has spent the past decade advising governments and the education sector, committed to cultivating entrepreneurship and equipping youth from diverse backgrounds with the skills to thrive in a technologically advancing world. As INNOV8HQ's chief energy officer, Heidi leverages her vast network of industry experts to assist business leaders in building high-performance teams, fostering a culture of excellence, and integrating cutting-edge solutions to safeguard their future. Her roles as an internationally accredited life coach and board member for several organisations highlight her comprehensive approach to leadership and dedication to driving transformative change in communities around the world.



### **Fesaitu Solomone** – Chief Executive Officer, Centre for Pacific Languages

Fesaitu Solomone is of Rotuman heritage and is the chief executive for the Centre for Pacific Languages. A distinguished leader and advocate for Pacific Island communities, she has focused on issues related to culture, sustainability, and education. With a deep understanding of both traditional knowledge and contemporary challenges, Fesaitu has worked to empower Pacific peoples through the integration of cultural practices with modern technologies. A passionate educator and community organiser, Fesaitu promotes the protection of Pacific cultural heritage while addressing pressing social and environmental issues. Through her leadership, she advocates for inclusive policies and practices that support the growth and development of Pacific Island nations in a rapidly changing world.



## **Ta'i Richards** – General Manager, Cook Islands Development Agency New Zealand

Vaine Tuta'i (Ta'i) Richard is the general manager of the Cook Islands Development Agency New Zealand (CIDANZ), a position he has held since 2021. A proud Cook Islander of Atiuan, Aitutakian, and Palmerston Island descent, Ta'i is committed to preserving and promoting Cook Islands Māori language and culture. He is fluent in reo Māori Kuki Airani and has expertise in language revitalisation, not-for-profit organisations, and public sector management. Before joining CIDANZ, Ta'i played a key role in establishing the Languages Unit at the Ministry for Pacific Peoples, where he served as director and later as deputy secretary for Pacific Languages and Identities. He holds a bachelor of science from the University of Auckland and an executive MBA from Massey University. Under his leadership, CIDANZ has spearheaded initiatives supporting the socio-cultural and economic development of Cook Islands communities, including the establishment of the Ta'i Tamaiti Turanga Rangatira Early Learning Centre.



## **Emily Broadmore** – Founding Director, Heft

Emily moved from a background in parliament where she was a political advisor and press secretary under the Key/English government to the private sector, before co-founding Heft in 2020. Alongside managing Heft from the Wellington office, she runs several social enterprises in the arts and creative community, founded The Wellington Writers' Studio. She is also the founder and editor of Folly Literary Journal, an independent print publication.



# Ako Session (Workshop) Facilitators

Bring a device and curiosity to all sessions! These are designed to be interactive and practical facilitated experiences. Apply what you learn, in real time, using real scenarios.

Wednesday 11 June, two sessions 3:00pm – 4:00pm | 4:00pm – 5:00pm

Thematic Areas	Description	Facilitator	For
Governance	AI in Governance	Chelsea Natana and Catherine Davidson, Deloitte	Board members, trustees, leaders and decision makers
	AI in ACE Leadership: The Renaissance of Right Brain Thinking	Emily Broadmore, Heft	
Management	SImpact – Reimagining Impact Reporting, AI for Social Good Tool	Jade Tang-Taylor, SImpact <i>Note: 3pm only. Second session tomorrow.</i>	For senior management leaders and staff responsible for reporting
	Introduction to Using Microsoft Copilot	Ben Fish, Kambium	For management and staff responsible for office administration
Teaching and Learning	Supporting Foundation or Bridging Ākonga with Generative AI	Dr. Selena Chan, Ara Institute of Canterbury	For teaching and learning staff
	Ancestral Intelligence in Simulation to Pacific Pedagogy	Leitualaalemalietoa Lynn Lolokini Pavihi, Centre for Pacific Languages	

Jade Tang-Taylor



Ben Fish



Dr Selena Chan





Thursday 12 June, 10:30am – 11:30am

Thematic Areas	Description	Facilitator	For
Governance	From Tikanga to Tech: Where Mātauranga Māori Meets AI Governance	Shae Parsons, Qrious	Board members, trustees, leaders and decision makers
Management	SImpact – Reimagining Impact Reporting, AI for Social Good Tool	Jade Tang-Taylor, SImpact	For senior management leaders and staff responsible for reporting
	AI and HI (Human intelligence): Practical Considerations in Human Resources for Leading Personnel	Rachel Skudder, RemedyHR	For senior leaders and managers involved in personnel/HR
Teaching and Learning	Being Curious about AI: Explore AI Technology and its Application in Learning Services	Diana Law, Ara Institute of Canterbury	For everyone
	ChatGPT in Action: Unlocking AI for Adult and Tertiary Educators	Saylene Tanielu-Ulberg, Ako Aotearoa	For everyone



## **AI in Governance**

Chelsea Natana and Catherine Davidson, Deloitte

This workshop explores AI governance in the Aotearoa context, offering practical tools and frameworks to help organisations develop and use AI responsibly. With resources curated by the AI Forum NZ, participants will gain insights into how governance practices can minimise risk, ensure ethical AI use and align with local values. Tailored for organisations at all stages of their AI journey – from those just beginning to explore AI to those scaling its use – this session highlights how effective governance fosters trust, mitigates harm and supports innovation across sectors in New Zealand's fast-evolving digital landscape.

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Chelsea Natana (Ngāpuhi, Te Roroa, Ngāi Tūhoe) is a manager at Deloitte's Strategy and Business Design Team in Tāmaki Makaurau. Driven by the purpose of enabling equitable and positive outcomes for Māori, Chelsea's experience includes working with Māori organisations, government entities and the private sector to develop strategies, frameworks and operating models that reflect their obligations to Te Tiriti o Waitangi and commitments to Māori communities. Chelsea has played a key role in applying a Māori lens to Deloitte's Trustworthy AI Framework. She has a particular passion in drawing on te ao Māori concepts, frameworks and perspectives as a lens to address challenging and contemporary issues of today.

Catherine Davidson is a director at Deloitte's Forensic Team in Christchurch. With more than 24 years experience in both New Zealand and the UK, she has undertaken data analytics in sectors such as Financial Services, Energy and Health, typically across large scale and sensitive datasets. At Deloitte, she is at the forefront of leveraging generative AI to enhance data analysis capabilities, a focus area that aligns with her advocacy for responsible AI governance. She actively promotes Deloitte's Trustworthy AI Framework, ensuring that AI applications foster trust and uphold organisational integrity, enabling the continued adoption of AI as a transformative tool while safeguarding ethical standards.

## **AI in ACE Leadership: The Renaissance of Right Brain Thinking**

Emily Broadmore, Co-founder, Heft

This workshop equips ACE sector governance and senior leaders with strategies to align the adoption of AI technologies with creative intelligence – the critical element overlooked in impactful AI implementation.

Today's ACE leaders must strategically blend technological tools with uniquely human capacities for creativity, intuition, emotional intelligence, and meaning-making – qualities that distinguish human leadership from algorithmic management. Participants will develop concrete strategies to harness AI's analytical power while strengthening their uniquely human leadership capabilities – creating governance approaches that embrace technological advancement while remaining fundamentally human-centred in vision, values, and stakeholder relationships.

Emily moved from a background in parliament where she was a political advisor and press secretary under the Key/English government to the private sector, before co-founding Heft in 2020. Alongside managing Heft from the Wellington office, she runs several social enterprises in the arts and creative community, founded The Wellington Writers' Studio. She is also the founder and editor of Folly Literary Journal, an independent print publication.

## **Slmpact – Reimagining Impact Reporting, AI for Social Good Tool**

Jade Tang-Taylor, Chief Executive Officer, Slmpact

Discover Slmpact – an AI-powered storytelling platform designed for not-for-profits and community groups to share their impact with ease and authenticity. This practical, hands-on workshop introduces a tool that transforms spoken stories into compelling reports, visuals, and videos to free up your time while making your work more visible and meaningful. Learn how to turn real-time experiences into dynamic, funder-friendly reports without the usual reporting burden. Whether you're new to AI or looking to streamline your reporting process, this workshop will show you how Slmpact helps you share your mahi in powerful and accessible ways that truly resonate.

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Jade is a passionate designer, facilitator, and systems thinker dedicated to co-designing better futures. Her work blends design thinking, systems thinking, and futures thinking to create meaningful change. She is co-founder and director of the social venture Slmpact AI, a fractional director at ThinkPlace | Wahi Whakaaro, and an Innovation Advisor and Facilitator at academyEX. Jade collaborates widely across sectors and communities and is an active member of the SASS (Systems-change Advocacy, Support and Solidarity) collective and the Edmund Hillary Fellowship. Above all, she proudly balances her impact-driven work with being a hands-on working mum.

## **Introduction to Using Microsoft Copilot**

Ben Fish, Digital Enablement Lead, Kambium

Discover how to supercharge your workflow with Microsoft Copilot in this interactive and practical workshop. Designed for business users, team leaders, and professionals, this session will show you how to use AI directly within the Microsoft 365 tools you already know such as Outlook, Word, PowerPoint and Excel. Through live demos and guided activities, you'll learn how to: draft emails, documents and reports in seconds, create presentations and content effortlessly, research, summarise and compare information quickly, analyse data and trends with AI in Excel, and edit and refine your work with AI-powered feedback. Explore how Copilot can be your everyday AI assistant.

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Ben brings a wealth of experience in learning and development, having started his career in London working across central and local government and the legal sector. Since moving to Auckland in 2011, he has become a key consultant at Kambium (formerly Computer Coaching), where he specialises in helping organisations unlock the full potential of Microsoft 365.

A Microsoft Office master, Microsoft certified professional, and CIPD certified trainer, Ben is passionate about demystifying technology. He empowers individuals to discover powerful features within familiar tools to boost productivity and solve real-world problems. His work with clients across Aotearoa focuses on practical solutions using SharePoint, the Power Platform and the wider Microsoft ecosystem.

## **Supporting Foundation or Bridging Ākonga with Generative AI**

**Dr Selena Chan, Educational and Capability Developer, Ara Institute of Canterbury**

Since the arrival of generative AI tools like ChatGPT, the education sector has largely focused on the risks, particularly around plagiarism, rather than the potential for enhancing ako. This workshop shifts the narrative and will showcase how generative AI can actively support literacy development for foundation and bridging learners. Dr Selena Chan will share insights from a project that evaluated a range of generative AI tools to support reading and writing skills. The result: Ako AI – a purpose-built chatbot designed to give feedback on academic writing, not just answers. Participants will see a live demo, hear directly from ākonga who've used Ako AI and explore future enhancements to better support learner success.

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Selena is an educational and capability developer at Ara Institute of Canterbury | Te Pūkenga, with expertise in curriculum design, technology-enhanced learning, AI integration, and academic development. Her work bridges research and practice, supporting vocational educators to innovate and adapt in a rapidly changing landscape. A widely published author in vocational education, Selena's recent works include *Identity, Pedagogy and Technology-Enhanced Learning* (2020), *Digitally Enabling 'Learning by Doing'* (2021), and co-editing *Reshaping Vocation Education Training (VET) in Aotearoa* (2022). She is co-editor of the *AVETRA International Journal of Training Research* and serves on the editorial board for the *Journal of Vocational Education and Training*. Her upcoming book, *AI in VET* (2025), explores how learners and educators engage with generative AI through participatory action research.

## **Ancestral Intelligence in Simulation to Pacific Pedagogy**

**Leitualaalemalietao Lynn Lolokini Pavihi, Learning, Development & Training Lead, Centre for Pacific Languages**

This workshop explores the integration of ancestral intelligence into modern educational simulations, drawing connections between Pacific pedagogy and contemporary learning practices. Ancestral intelligence refers to the deep knowledge, values, and practices passed down through generations in Pacific communities, which have long been used to navigate the world, solve problems, and understand relationships with nature and society. In this interactive session, we will examine how these traditional forms of intelligence can be effectively simulated and applied in educational contexts, particularly within Pacific learner communities.

Participants will engage with case studies and examples of how ancestral methods such as storytelling, navigation and oral traditions are being adapted into modern simulations to enhance critical thinking, problem-solving, and cultural competency. This workshop aims to provide practical insights into blending Pacific ways of knowing with digital tools to create immersive and culturally relevant learning experiences. Attendees will leave with strategies for using simulations to honour and incorporate ancestral wisdom in their teaching, strengthening both cultural identity and educational outcomes for Pacific learners.

## **AI and HI (Human intelligence): Practical Considerations for Human Resources for Leading Personnel**

Rachel Skudder, Director, Remedy HR

As AI continues to transform Human Resources (HR), this workshop explores how AI and human intelligence can work together to improve recruitment, performance management, employee well-being, and decision-making while preserving a human touch. Through case studies and interactive discussions, participants will learn how AI can streamline HR processes such as candidate screening, employee retention analysis and performance assessments. The session will also address the ethical challenges of integrating AI, including bias, privacy concerns and balancing data-driven insights with human judgment. Attendees will leave with practical strategies for incorporating AI tools into their HR workflows, enhancing decision-making and fostering a fair, inclusive, and empathetic workplace culture. This workshop provides actionable insights on how to effectively combine AI and human intelligence to build a future-ready HR strategy.

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Rachel Skudder is the founder and director of Remedy HR, a consultancy based in Northland that provides tailored HR and personnel management services to small and medium-sized enterprises (SMEs). With more than 20 years of experience in people management, Rachel established Remedy HR in 2019 to meet the specific HR needs of businesses, helping them navigate the complexities of people management. Rachel offers a wide range of services, including employment contracts, performance coaching, restructuring and manager training. She also specialises in strategic HR management, recruitment and fostering positive workplace cultures. Before starting Remedy HR, Rachel held senior leadership roles at Best Training, where she played a key role in delivering training and development programmes. Her expertise in organisational development and personnel management laid the foundation for her consultancy work. Through Remedy HR, Rachel continues to support businesses in optimising their people strategies and achieving long-term success.

## Being Curious about AI: Explore AI Technology and its Application in Learning Services

Diana Law, Senior Manager, Ara Institute of Canterbury

This workshop explores how AI could be useful in adult community education settings, no matter what your role. You may have a regular or one-off tasks that could be easier. Think lesson plans, feedback, reporting or marketing. We can find out about different tools, particularly those that are free. We will also look at some of the concerns and what we can do to manage or mitigate those, and what to be aware of. Let's explore these and learn together. This experiential workshop is for the curious. We're going to have some fun while we have a go at finding some helpful ways to make your life easier.

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Diana is currently doing contract work in tertiary education. She recently led the team that developed four online freely accessible modules of learning to support tertiary providers with required pastoral care. These include modules for supporting ākonga Mental Health and Wellbeing and ākonga with Dyslexia. Under contract to Te Pūkenga, Diana developed a system for 24 organisations to collaboratively report compliance to NZQA. This system dramatically reduced workloads for all participants and established tools to consistently measure effectiveness. These can be used by each party to establish their progress over time and to promote their own organisation. Diana is passionate about systems change that improves learner outcomes and experiences, and educator effectiveness and enjoyment. This includes exploring the potential of tools that come our way.

## ChatGPT in Action: Unlocking AI for Adult and Tertiary Educators

Saylene Tanielu Ulberg, Pacific Advisor, Ako Aotearoa

This interactive and hands-on workshop introduces the powerful capabilities of ChatGPT to educators and staff in adult and community education, and tertiary providers. Participants will explore how AI can enhance teaching, learning, and administrative tasks, with a strong emphasis on practical applications tailored to Aotearoa's diverse education landscape.

Through guided activities and real-time demos, attendees will learn how to:

- Use ChatGPT to generate and adapt teaching materials, lesson plans and assessments
- Create personalised learning experiences and support diverse learner needs
- Improve communication, including drafting emails, announcements and learner feedback
- Promote digital literacy and critical AI thinking with student.

Whether you're a digital novice or already experimenting with AI, this workshop offers a collaborative space to test, question and reflect how ChatGPT can support your mahi in accessible and meaningful ways. Participants will leave with practical tools, example prompts and ideas to trial in their own contexts.

Saylene Ulberg-Tanielu is a Pacific cultural advisor at Ako Aotearoa, where she leads initiatives to enhance cultural capability in tertiary education. With a background in adult education and a passion for Pacific values, she facilitates workshops that integrate Pacific leadership principles, particularly the concept of tautua – servant leadership rooted in service to others. Her work emphasises the importance of cultural-centred pathways, offering educators practical strategies to engage Pacific learners effectively. Currently pursuing a music degree, Saylene brings a fresh perspective to her facilitation, incorporating Pacific ethnic-specific worldviews and concepts adaptation to use in transformative teaching practices, such as talanoa, to enrich learning experiences.

Adult and Community  
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