**TU’UNGA TAKI**

**(Leadership Position)**

**Talamu’a**

Ko e lea ‘tu’unga’, ‘oku ‘uhinga ki he ‘tu’u’anga’. Ko e me’a ia ‘oku fai ai ‘a e tu’u. ‘Ilonga ha me’a ke fai ai ha tu’u pea ko e me’a ia ‘oku fefeka, falala’anga, pea mo malu. He’ikai ke tau fie tu’u ha me’a ‘oku vaivai pe motu ngofua he ‘e fakatu’utamaki.

Ko e tu’unga ke fai ai ha tu’u he pepa ko ‘eni ko e ‘taki’. Ko e tu’unga ‘eni kuopau ke malohi mo fefeka. Kuopau ke fakapapau’i he’ikai holo pe maumau kae lava ‘o fakahoko lelei hono fatongia. Kapau he’ikai fefeka ‘a e tu’unga taki pea ‘e hange leva ia ko ‘etau lea, “Hange ha va’a mei popo.” He’ikai fie tu’u pe falala ha taha ki he fa’ahinga tu’unga ko ia.

Kapau leva ko e tu’unga taki kuopau ke fefeka mo malohi pea ko e tu’unga ia ‘oku ‘i ai hono mafai pea mo hono fu’u ivi. He’ikai ke tau fakahalaki ‘a e ngaahi lelei mo e monu’ia ‘oku ‘oange ki he tu’unga taki ‘aee ‘oku ne poupou’i mo teketeke ki he malohi mo e fu’u ivi hono tu’unga. ‘Oku hoko ia ‘i he tu’unga taki ‘o e pule’anga, famili, pea pehe ki he siasi. ‘Oku ‘i ai ‘a e ngaahi monu’ia ‘oku ma’u ‘e he kau taki ‘oku ‘ikai ma’u ia ‘e he kau muimui.

Ko e ngaahi monu’ia ko ‘eni ‘oku taha pe hono ‘uhinga ke pukepuke ‘a e malohi ‘o e tu’unga ‘oku tu’u ai ‘a e taki fakataha mo e kau muimui. Ka holo ‘a e tu’unga pea ‘e ‘ikai ngata he tō ‘a e taki ka ‘e kaungā tō ai mo e kau muimui. ‘Oku hoko ‘eni ‘i he ngaahi tukunga kehekehe ‘o e mo’ui, mei he pule’anga, ki he famili, pea pehe ki he siasi. ‘Oku hoko ‘eni ‘i he taimi ‘oku pa’usi’i (abuse) ai ‘e he kau taki honau mafai. Hange ko ia ‘oku mou mea’i, ko ‘ene hoko pe ha taimi pehe pea ‘oku ‘ikai ko e taki pe ‘oku kau kovi ki ai ka ‘oku fakaloloma ko ‘ene kau kovi ki he kau muimui. Hange pe ko ‘eku lave kimu’a, ko ‘ene holo pe ‘a e tu’unga ko e tō ia ‘a e taki fakataha mo e kau muimui. ‘Oku tau sio ki he Fuakava Motu’a pea ‘oku tau ako ai ‘a e nunu’a ‘o e taki kovi pea mo e tapuaki ‘o e taki lelei. Ko e fai angahala ‘a e taki pea ‘oku ‘ikai ngata he ‘ene tō ka ko e tō kotoa mo e fonua. ‘Oku mo’oni leva ‘a e fehu’i ‘oku fai ‘e he tangata fa’utohi ko Charles C Manz, “’Oku ke lava nai keke tataki lelei ho’o mo’ui?” (Are you able to lead yourself effectively?” Ko e taki lelei kuopau kene ‘uluaki ‘ilo ko e tu’unga ‘oku tu’u ai ‘oku fefeka mo pau pea ‘e fie tu’u ai mo e kau muimui.

**Ngaahi Me’a Tene Fakamalohi’i ha Tu’unga Taki**

Ko e fokotu’u fakakaukau pe ka ‘oku ‘ikai ko e mulituku ‘eni.

1. Taki ‘oku ne tataki (Leader who can lead)

Ko e tokotaha kuopau kene mateuteu mo lotolahi kene taki ‘ene kau muimui mei mu’a. Ko ia tene tofa ‘a e hala, ko ia ‘e tau mo e fili, ko ia tene fafanga ‘a e kau muimui, ko ia tene malu’i ‘a e kau muimui. Ko e fakatātā totonu ‘oku talanoa ki ai ‘a e Saame 23. ‘I hono ‘omai ki he fatongia ‘o e siasi, ko e taki ko e tokotaha ‘oku ‘i ai ‘ene visone pea ko e lea ‘visone’ ‘oku ‘uhinga ki he konga hotau mata ‘oku fai ‘aki ‘etau sio. Ka maumau ‘a e konga ko ia pea ‘e po’uli leva hotau fofonga ‘o ‘ikai lava sio pea ko e fononga ia he po’uli lōlō. Ko e fehu’i, Ko e hā ‘a e visone ‘a e taki (faifekau/ setuata/ etc)? Ko e hā ha ngaahi ngāue kuo mou fokotu’utu’u ke tulitulifua pe muimui ki he visone ko ia? Ko hai ‘a e kakai ‘oku nau ngaue’i ‘a e visone ko ia? Ko e siasi ‘oku ‘i ai ‘ene visone ‘oku ne ‘ilo ‘a e vaa’ihala ‘oku nau ‘alu ai.

1. Taki ‘oku fevahevahe’aki (Leader who shares/ collaborates)

Ko e taki lelei ‘oku ne ‘ilo’i ‘oku ‘i ai ‘a e kau muimui ‘oku ne tataki. Ko e kau muimui ‘oku ‘i ai honau ngaahi faiva mo honau ngaahi taleniti. Ko e ‘uhi ko e mafatukituki hono fatongia fakataki, kuopau kene lotolahi mo lotolelei ke vahevahe ‘a e ngaahi fatongia. He’ikai tene lava ‘o fai ‘a e me’a kotoa pe. Ko e ‘uhinga ia ‘etau ongo lea ko ia ko e “Si’i kae femolimoli’i pea mo e Maka Fetoli’aki.” Neongo ‘a e si’i ‘a e me’a ‘oku ke ma’u ka ‘oku ‘ikai teu ma’u ia ‘e au pea neongo ‘oku si’i ‘a e me’a ‘oku ou ma’u ka ‘oku ‘ikai teke ma’u ia ‘e koe. ‘Oku mahu’inga leva ke tau fie fakatōkilalo ‘o ‘oange ‘a e fatongia ke fai ‘e he tokotaha tene fai lelei. ‘I he ‘etau fai pehe pea ‘oku fetoli’aki leva ‘a e mamafa ‘o e ngaahi fatongia pea iku pe ‘o ma’ama’a (maka fetoli’aki). ‘Oua te tau pikitai ha fatongia ‘oku te ‘ilo lelei he’ikai tete lava ‘o fai lelei. ‘Oku akonaki ki ai ‘a Paula ‘ia 1 Kolinito 12 ki he kehekehe ‘a e ngaahi faiva ‘i he Sino ‘o Kalaisi ka ‘oku fou mei he ‘Otua pea mo e Laumalie pe ‘e taha. ‘Oku mahu’inga tatau ‘a e fatongia kotoa pe, neongo ‘enau kehekehe.

1. Taki ‘oku faitotonu (Leader who is honest/ transparent)

Ko e fatongia faka-taki kotoa pe ‘oku ‘i ai hono tu’utu’uni mo hono fakahinohino. Kuopau ki he taki kene tulitulifua kene talangofua mo fai pau ki he fakahinohino mo e tu’utu’uni ko ia kane monu’ia mo ‘inasi ‘i hono tapuaki. ‘Oku kei ongo mai ‘a e le’o ‘o e kau taukei he mala’e ‘o e faifatongia, “tauhi ho fatongia pea ‘e tauhi koe ho fatongia.” ‘Oku ‘i ai ‘etau Tohi Lao mo e Konisitutone pea ka ‘i ai ha talafili ki hotau ngaahi fatongia ‘e fakatonutonu ia ki he Tohi Lao. Ko ia ‘oku totonu ma’u pe ki he kau taki ke toutou lau ‘a ‘etau Tohi Lao ke fakalao ‘etau me’a kotoa pe ‘oku fakahoko. ‘Oku fa’a fehālaaki ‘etau faifatongia ko ‘etau ngaue’aki ‘etau ongo’i mo e maheni, neongo ‘oku ‘aonga he taimi ni’ihi. ‘Oua ‘e ma’olunga ange ‘etau ongo’i mo e maheni he Konisitutone ‘oku ne tataki mo fakatonutonu ‘etau ngaue he te tau mo’ua kotoa ai.

1. Taki ‘oku feilaulau (Leader who can make sacrifices)

Ko e konga faingata’a ia ‘o e tu’unga taki ko e pau kene feilaulau’i ia. Ko e lea feilaulau ko e lea ia ‘oku tau ohi mei he Fuakava Motu’a. Ko e taha ‘o e ngaahi ouau lotu Siu. Ko hono tala kuopau ke mate ‘a e tokotaha kae hao ai ha tokolahi. Ko e fatongia ia na’e fai ‘e he pulu, sipi, pea mo e lupe, ‘a ia ko ‘enau mate kae mo’ui ai ‘a ‘Isileli. ‘I he Fuakava Fo’ou ko e fatongia ia na’e fai ‘e hotau fakamo’ui ko Kalaisi ma’a kitautolu. Ko ‘ene akonaki ia, “Ko ia ‘oku fie mumui mai kuopau kene fua hono kolosi, faka’ikai’i ia, pea hoko ko hono lahi.” Ko e ‘ulungaanga ‘eni ‘oku lava ai ‘e he taki ‘o fakahoko hono fatongia ki he lelei ‘o e kau muimui. ‘Oku ‘uhinga leva, he’ikai tene kumi ki he ‘ene lelei ka ki he lelei ‘a e kakai ‘oku ne taki mo tauhi. ‘I he ‘ene fai pehe pea tene ‘inasi mo ia he lelei ‘o ‘ene taki ‘oku fai.

1. Taki ‘oku falala’anga (Leader who is reliable)

Ko e tu’unga taki ko e tu’unga ‘oku falala’anga. Kuopau ke falala ki ai ‘ene kau muimui he te nau mo’ui mo hao ‘iate ia. He’ikai te nau muimui ki ha kehe he te nau mate ai. Ko e fakakaukau ia ‘oku ‘ia Sione 10. ‘Oku fakamatala ai ‘a Sisu ki he ‘ulungaanga ‘o e tauhisipi lelei. ‘Oku ‘ilo ‘ehe sipi ‘a e le’o ‘o e tauhi pea ‘ilo ‘e he tauhi ‘a e hingoa ‘o ‘ene sipi. ‘Oku makatu’unga ‘a e falala ‘a e sipi ki he ‘ene tauhi ‘i he ‘ene maheni mo ia. ‘Oku ‘ilo ‘e he tauhi hono hingoa, ‘ilo hono ‘ulungaanga, ‘ilo hono mamahi, ‘ilo hono lavea, pea ‘ilo mo ‘ene fiefia. ‘Oku malava ke hoko ‘eni ‘i he vāofi ‘a e tauhi mo ‘ene sipi. Ka lahi mama’o ‘a e tauhi mei he sipi ‘e ‘ikai ngata ‘a e ongo’i ‘e he sipi ‘oku tuenoa ka ‘e malava kene fanongo ia ki ha tauhi ‘e taha neongo ‘e iku ‘o mate ai pea ko e taimi ia ‘oku fakaloloma ai. ‘Oku fiema’u leva ki he tauhi ke ‘i he takanga sipi ‘i he taimi kotoa pe ke pukepuke ‘a e ma’uma’uluta pea mo e fe-falala’aki.

1. Taki ‘oku faka-tamaio’eiki (Leader who is a servant)

Ko e taki lelei ko e tokotaha ‘oku ne ‘ilo’i ko e tamaio’eiki ia mo e kaunanga ki he ‘ene kau muimui. Kuo ‘ilo mei he ngaahi fakatotolo lahi ko e ma’ui’ui mo e tupulaki ‘o e ngaahi kautaha lalahi ‘i mamani ‘oku ‘ikai ‘uhinga ko e lahi ‘enau seniti pe ko e lahi ‘o e kau poto ‘oku nau ma’u ka ko e fakatamaio’eiki mo fakakaunanga ‘enau fakahoko fatongia. ‘Oku nau sio pe ko e ha ‘a e me’a ‘e lelei ki he kakai (customers/ consumers) ‘o ‘ikai ko ‘enau lelei. Ko e lelei ‘a e kakai ‘a e ‘uluaki me’a pea toki fika ua ‘enau lelei. ‘Oku fakamatala ‘a Sisu ki he natula ‘o e tamaio’eiki ‘ia Luke 12:35-48. Ko e fa’ahinga ‘ulungaanga ‘eni ‘o Sisu pea ko ia hotau ako’anga hange ‘oku lau ki ai ‘a Ma’ake 10:45 mo Filipai 2:5-11.

1. Taki ‘oku mo’ui lelei (Leader who is healthy)

Ko e taki lelei ko e tokotaha kuopau ke mo’ui lelei fakasino, faka’atamai, mo fakalaumalie. ‘Oku mo’unofoa ‘a e kau taki tokolahi he mo’ui lelei fakalaumalie pē ka nau ta’etokanga ki he ongo me’a mahu’inga ko e mo’ui lelei fakasino mo faka’atamai. Ka mo’ui lelei ‘a e sino pea ‘e mo’ui lelei mo e ngaahi fatongia fakalaumalie pea ko e mo’ui lelei ‘a e ‘atamai pea ‘e ‘uhinga malie leva ‘a e ngaahi tu’utu’uni ‘oku fakahoko. Ko e tu’utu’uni ‘oku ‘uhinga lelei mo mālie ‘oku fou ia mei he ‘atamai mo e sino ‘oku mo’ui lelei. ‘Oku mahu’inga ki he taki ke fa’a lau tohi mo to e fai ha’ane ako pe fakatotolo ‘i he mala’e ‘oku ne faifatongia ai. ‘Oku tau ‘i he mamani ‘oku liliu ‘i he taimi kotoa pe pea kuopau leva ke tulituli ‘etau mahino ke fononga fakataha mo e liliu ‘oku hoko. Kapau he’ikai ke tau tulituli ki ai ‘etau mahino pea te tau tomui leva ‘o hoko leva ‘a e ta’emahino he ngaahi tu’utu’uni ‘oku fakahoko. ‘Oku mahu’inga ki he taki ke kai mo’ui lelei pea fai mo e fakamalohisino. Kapau ko e poto ko e me’a ‘a e ‘Otua ta ‘oku faka-‘Otua ke tau tanumaki ‘a e koloa ko ia ke tupulahi ‘I he ‘etau mo’ui. Ko hotau sino he lau ‘a Paula ‘ia 1 Kolinito 6:19, ko e temipale ‘o e ‘Otua pea ko hotau fatongia ke tauhi ke ma’a mo mo’ui lelei.

**Ngaahi naunau tokoni**

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