

TetraMap 25th Anniversary

What a moment this is.

Twenty-five years of TetraMap.

Twenty-five years of people, stories, and courageous conversations
that changed teams, classrooms, relationships —
and sometimes entire lives.

When Jon and Yoshimi created TetraMap,
they didn't set out to build a product.
They set out to build a way of seeing people.

A way that reduces conflict
a way that reduces the fear of difference.
It reminds us that nature already knows
how to relate, grow, and thrive.

Tonight, as we mark 25 years,
I don't want to talk ONLY about where we're going organisationally.
I want to speak to the relational heart
of what brought us all together in the first place.

So, let's start off with re-centering our WHY **TetraMap is about people**

At its core,
TetraMap is not a model.
It's a reminder.

A reminder that people are diverse by design.
That difference is not something to fix or to fear —
but something that strengthens us.

My role is to create and facilitate the environment
where we can protect and amplify that heart.
The way TetraMap opens conversations.
The way it creates belonging.
The way it helps people see and accept themselves —
and see each other more clearly.

Everything we build next
must deepen that human connection.

Next, I'd like to outline what this is going to look like at an organizational level before I sum up.

One of the key aspects of ensuring our community grows safely, we would like to strengthen our global governance

Growth brings responsibility.

To honour our next 25 years,
we're putting in place governance that stabilises us —
without losing our relational soul.

That includes a strengthened statutory board
for clarity and accountability.

A Regional Partners Network
to grow our impact in ways that respect local culture and context.

And a Global Advisory Board
bringing wisdom, challenge, and insight
from diverse fields.

But let me be clear:
governance is not hierarchy.

Our structure is a tetrahedron —
stable, interdependent, relational from every angle.
No one sits at the top.
We all hold the shape together.

And as we grow,
we stay anchored in two commitments:

We will grow a relational global community
where people feel seen and connected.

And we will lead through contribution, not control —
lifting others rather than managing them.

And how can we do that? We can do that by **growing through relationships, not transactions**

One of the great lessons of the last 25 years is this:
TetraMap grows where relationships grow.

Our community in Singapore didn't happen by accident.
Neither did Vietnam, the UK, Germany, Aotearoa, the Caribbean,
or anywhere else.

They grew because someone cared enough
to build trust.

Invite others in.

And stay committed to courage, compassion, wisdom, and inspiration.

As we move into our next chapter,
we lean even harder into this truth:

We grow at the speed of trust —
and trust is built one relationship at a time.

Something else we would like to focus on is our investment **in learning, facilitators, and the next generation**

Our facilitators carry TetraMap into rooms we will never see.
They are the heartbeat of this movement.

Over the next phase, our focus is on:
deeper learning pathways,
revitalised facilitator support,
strong learning ecosystems grounded in Te Tiriti, cultural integrity, and local wisdom,
and a new generation of facilitators
bringing fresh energy, new voices, and regional leadership.

This is how we carry TetraMap forward —
not by scale,
but by stewardship.

So, what is our shared vision for the next 25 years

When I think of TetraMap in ten, twenty, fifty years,
I don't see a big corporate organisation.

I see a global forest —
rooted, connected, interdependent.

I see Regional Partners growing their own ecosystems.
I see facilitators equipped and confident to make real change.
I see new voices, new markets, new stories of impact.

I see governance shaped like a tetrahedron —
strong, simple, stable.

And I see TetraMap standing for something the world deeply needs:
a way of leading that is relational, regenerative,
and grounded in nature.

In closing,

To everyone here — CTFs, MTFs, partners, friends, long-time supporters —
thank you.

Thank you for your courage.

For your generosity.

For the thousands of moments over 25 years
where you chose connection over conflict,
and curiosity over judgment.

We are here because of you.

Let's carry this kaupapa forward with heart.

Let's keep speaking for a world where difference strengthens us.

And let's shape the next 25 years with the same spirit that got us here:

Together.

Connected.

Inspired by nature.

Kia ora, and thank you.