

Te Pūkenga Compare report

Aromātai Kaimahi May 2021

Aramātai Kaimahi October 2020



Background

- The purpose of Aromātai Kaimahi is to provide Te Pūkenga leadership with a sense of how staff are feeling at regular stages of the transition
- This is the second survey completed by all ITP's (first survey October 2020 and next survey due November 2021)
- Survey provider – Ask Your Team
 - 12 questions in the survey:
 - 8 questions based on Change Management Methodology – ADKAR
 - 4 general questions also included



Te Pūkenga overall comparison per question

I understand how the Te Pūkenga changes will impact on me and the work I do	-6%
I believe there is a future for me at Te Pūkenga	-2%
I feel my wellbeing is taken into consideration by my subsidiary	-2%
My opinions are valued in my subsidiary	-1%
Te Pūkenga and subsidiary leaders have clearly articulated what the change means for me	-1%
Our subsidiary is embracing the changes	0%
People in our subsidiary are open to new ways of working	0%
I can see that there is a strong focus on how we can work together across Te Pūkenga	1%
I understand the need for changes taking place across the Te Pūkenga network of subsidiaries	1%
There is effective communication about the Te Pūkenga changes so that I understand what is required of me	1%
I feel adequately supported during this change period	2%
I understand the processes and timelines for the Te Pūkenga changes	3%



Te Pūkenga Overall ‘Don’t Know’ answers

		2020	2021	Diff
I understand how the Te Pūkenga changes will impact on me and the work I do	✓✓	16%	7%	-9%
Our subsidiary is embracing the changes	✓✓	13%	7%	-6%
I can see that there is a strong focus on how we can work together across Te Pūkenga	✓✓	13%	9%	-4%
I understand the processes and timelines for the Te Pūkenga changes	✓✓	9%	6%	-4%
I understand the need for changes taking place across the Te Pūkenga network of subsidiaries		8%	5%	-2%
There is effective communication about the Te Pūkenga changes so that I understand what is required of me		7%	5%	-2%
I feel my wellbeing is taken into consideration by my subsidiary		9%	7%	-2%
I feel adequately supported during this change period		9%	8%	-1%
I believe there is a future for me at Te Pūkenga		21%	21%	0%
My opinions are valued in my subsidiary		9%	9%	0%
Te Pūkenga and subsidiary leaders have clearly articulated what the change means for me		8%	9%	1%
People in our subsidiary are open to new ways of working		8%	12%	4%



Agreed actions for Te Pūkenga

- Develop framework for a network well-being programme with a project group from across the network
- Develop a programme in support of 'leading ourselves and others through change'
- Continue communicating in ways that promote understanding of the change and engagement plan together with timelines



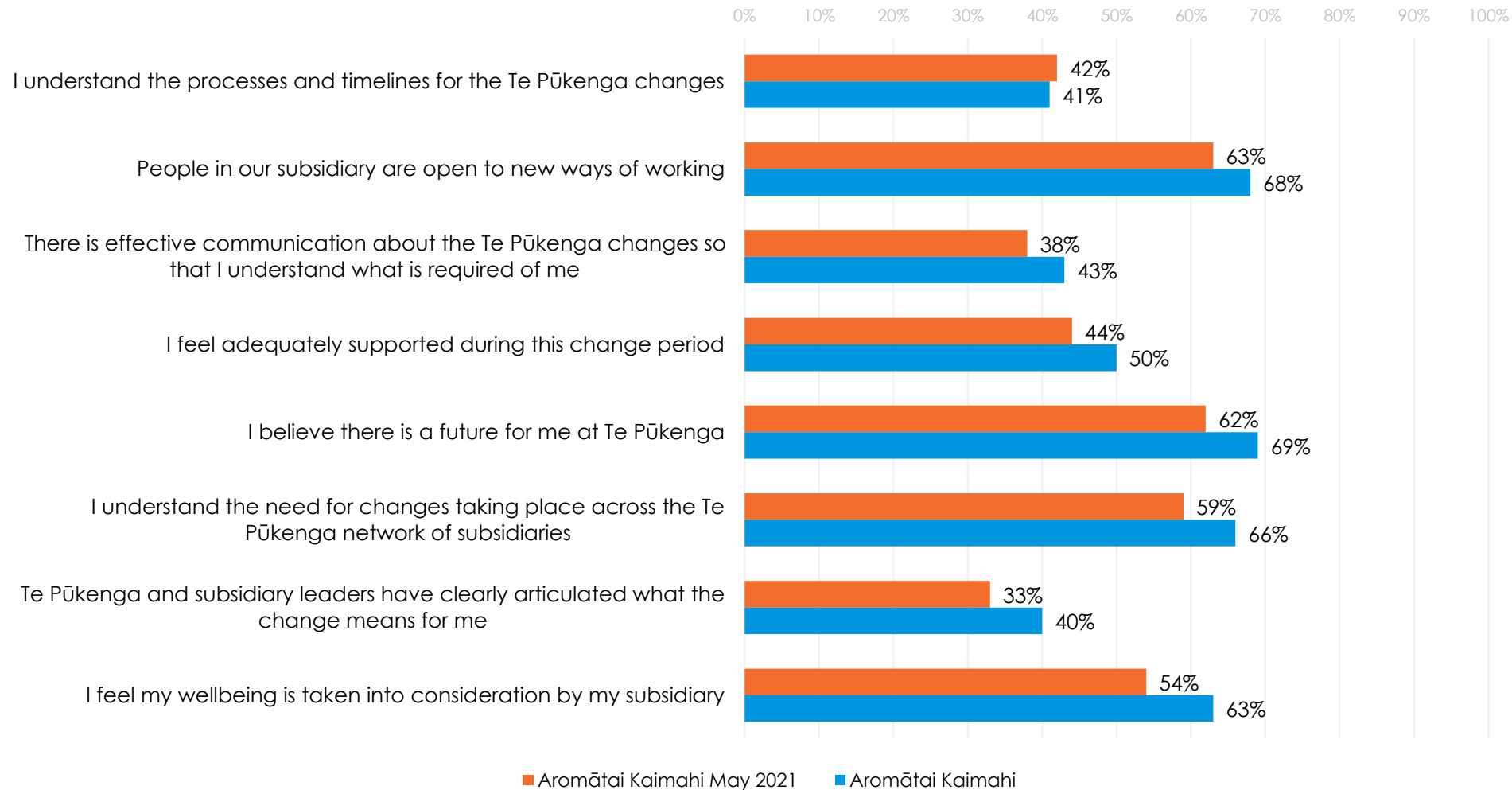
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Aromātai Kaimahi May 2021

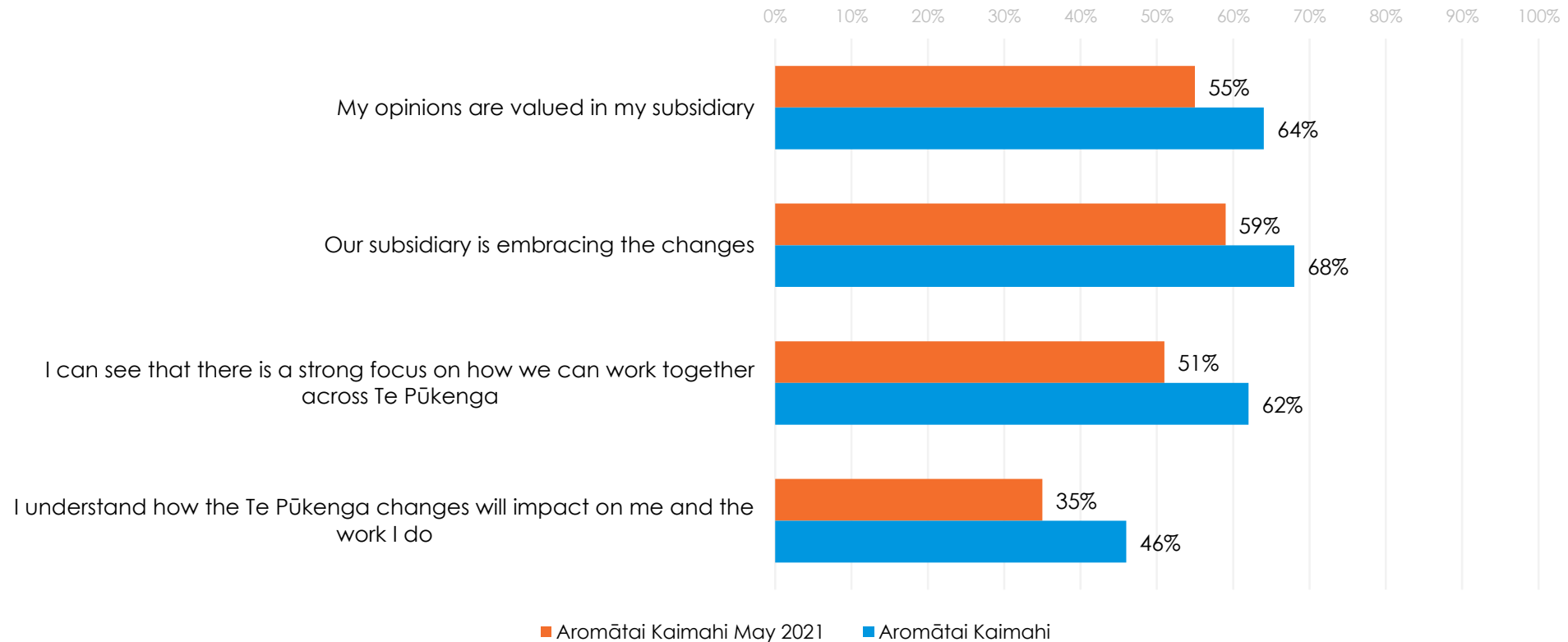
Aramātai Kaimahi October 2020



Comparison by question



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Example focus areas for Unitec

- Staff retention
- What opportunities are on the horizon to keep staff engaged? More working groups, change teams, collaborations with other ITPs etc.
- Increased communication and support for our people as we continue this journey
- Strategies to increase engagement in an effort to reduce the amount of 'Don't know' responses
- Staff wellbeing strategies

