








# Your Whakaaro Action Plan 2026



Senior leadership have listened carefully to what you told us in Your Whakaaro 2025 Survey, and this is what we have committed to work on over the coming year.

Priority Areas for improvement	Actions	Timeframe for completion				Tasks assigned to	Outcomes
		Q1	Q2	Q3	Q4		
 <b>Wellbeing &amp; Connection</b> Provide more opportunities for kaimahi to build wellbeing and connection	Review and refresh current Wellbeing offerings (what is offered, when, by who and for who) to ensure fit for purpose and value for \$\$\$, as well as communication & promotion of offerings.	Q2-Q3				Wellbeing & Safety	<ul style="list-style-type: none"> <li>Greater alignment, uptake and engagement of our wellbeing offerings</li> <li>Kaimahi are able to use the Wellness Day opportunity to focus on self-care</li> </ul>
	Continue to offer one-off Wellness Day as part of annual sick leave entitlement	▶ From Q1				Wellbeing & Safety	
	Introduce comprehensive Intranet Wellbeing Platform: "My Everyday Wellbeing"	Q1				Wellbeing & Safety	
	Establish a Kaimahi Connection Steering Group to: <ul style="list-style-type: none"> <li>provide oversight of kaimahi connection opportunities across Tāmaki</li> <li>progress integration of existing initiatives and development of new opportunities</li> <li>provide greater visibility and more timely notification of opportunities across Tāmaki for all kaimahi</li> </ul>	Q2/Q3				Events With representation from: Comms & Marketing People, Culture & Wellbeing Māori & Pacific Success Teams Student Events Digital Others as needed	<ul style="list-style-type: none"> <li>Progress towards an integrated programme of events and initiatives supported by TTG</li> <li>Timely communication of kaimahi connection opportunities</li> <li>More opportunities to engage and celebrate - across teams, campuses, divisions, communities</li> </ul>
 <b>Professional Development</b> Provide clarity around professional development ownership and funding	Review/refresh general Professional Development Guidelines with a focus on clarity and consistency; including key messages around budget allocation and ownership for PD	Q1/Q2				People & Culture	<ul style="list-style-type: none"> <li>Clear, consistent messaging around PD ownership and accountability</li> <li>Greater visibility of what is available</li> <li>PD offerings across MIT/Unitec where practical and appropriate</li> </ul>
	Stocktake/catalogue current inhouse PD offerings with a view to extending offerings across MIT/Unitec where practical and appropriate	Q1/Q2				Te Puna Ako / Academic Services People & Culture	
	Following on from 2025 Leadership Development Programme <ul style="list-style-type: none"> <li>Establish network / working groups to embed learning</li> <li>Roll out Management 101: Managing Performance; Disciplinary Investigations; Change</li> </ul>	Q2/Q3				People & Culture	
 <b>Teaching Spaces &amp; Technology</b> Review of teaching spaces and refresh of technology in the classroom (labs, screens, cables)	Establish a small working group to undertake a review of teaching spaces, including usage requirements and responsive design, furniture and technology, and prepare a costed plan for consideration by Executive	Q3				Academic Development Digital	<ul style="list-style-type: none"> <li>Progressive implementation from Q4 of a planned refresh of teaching spaces and technology in the classroom</li> </ul>
	Implement the plan	Q4					
 <b>Operations &amp; Facilities</b> Review of transport options across campuses Consider avenues for improvement of food options across campuses	Develop and implement Car Parking Policy	Q1				Operations with input/support from People & Culture	<ul style="list-style-type: none"> <li>Clear consistent parking practices documented in policy</li> <li>Potential for more transport options</li> <li>Potential expansion of food options</li> </ul>
	Explore business case for extension of free transport (eg. shuttle) between MIT/Unitec/campuses	Q3				Operations	
	Review of current food options for kaimahi and ākongā across campuses	Q2/Q3				Operations	
 <b>Finance</b> Increase visibility of financial position and expenditure	Establish requirement that all cost centre managers share financial results with their kaimahi on a quarterly basis (supported by their Finance Business Partner)	▶ From Q1				TTG / Cost Centre Managers	<ul style="list-style-type: none"> <li>Cost Centre Managers expected to share financial information regularly with their kaimahi</li> <li>Kaimahi have greater visibility of financial results for their cost centre and for the organisation more broadly</li> </ul>
	Publish an overview of MIT and Unitec's financial performance on a quarterly basis (once the financials have been approved by Council)	🕒 Quarterly				Finance	
 <b>Research Opportunities</b> Provide more opportunities for research	Develop and implement new Tāmaki-wide Applied Research Plan	▶ From Q1				Tūāpapa Rangahau   Research & Enterprise	<ul style="list-style-type: none"> <li>Tāmaki-wide Applied Research Plan in place with resources to support</li> </ul>
	Review of research funding and support products	Q2					
 <b>Actions carried over from 2025</b>	Implementation of MIT Code of Conduct	▶ From Q1				People & Culture	<ul style="list-style-type: none"> <li>Implementation of MIT Code of Conduct</li> <li>Implementation of Flexible Working Guidelines across Tāmaki</li> <li>Review of Speak Up / Complaints Procedure</li> </ul>
	Complete the review of Flexible Working Guidelines (begun in 2025) across Tāmaki	Q2/Q3					
	Review of Speak Up / Complaints Procedure across Tāmaki (deferred from 2025)	Q2/Q3					