



Te Pūkenga

Results from the Aromātai Kaimahi survey questions

Context for results document

The staff feedback we gathered from this survey, the first we have run across our network, is intended to establish a benchmark for the Te Pūkenga leadership team. We will then measure ongoing survey feedback as we progress our transformation journey.

The positive feedback tells us staff understand the need for change. We consider this is a great starting point to work from.

We can see from these results that there is opportunity for us to continue to communicate regularly with staff to ensure we provide clarity about the transformation, and how they can be involved.

Repeating this survey at regular intervals over the next couple of years will ensure we are asking for feedback from staff on consistent questions. Listening to that feedback will help us ensure we can react and respond appropriately as we progress our transformation.

The results in the attached document identify four 'building blocks' that bring about successful change. These are based on the ADKAR model developed in 2003 and introduced as a practical tool by Prosci to apply a systematic approach for helping individuals impacted by organisational change develop the required knowledge and ability to implement the change:

- Awareness – awareness of the need for change
- Desire – desire to participate and fully support the change
- Knowledge – knowledge of how to change
- Ability – ability to demonstrate skills and behaviour