



whānau āwhina
plunket

Plunket Case Study - NZISM

Thinking Differently for a better outcome

Kotahi mano ngā rā hiki te oranga mō ngā tipuranga i roto i te hāpori
In the first 1000 days setting the path of wellness in our communities, for generations to come

Opening Karakia

Kotahi mano ngā rā hiki te oranga mō ngā tipuranga i roto i te hāpori
In the first 1000 days setting the path of wellness in our communities, for generations to come

What are we covering today?

Brief Agenda...

Human Centred Design

Designing solutions focused on people's needs, behaviours, and experiences to ensure outcomes are practical, usable, and impactful.

Te Ao Māori

A worldview that emphasises the interconnectedness of all living and non-living things, guided by Māori culture, values, and traditions.



Safety-ii

A proactive approach to safety management that focuses on why things go right, learning from everyday successes to improve safety systems.

Leadership

Guiding and inspiring others through vision, integrity, and accountability to achieve shared goals.

The background of the slide is a vibrant orange color with a repeating Maori pattern. The pattern consists of stylized, interlocking shapes that resemble eyes or spirals, creating a sense of movement and depth. The text is centered on the slide.

Lets set the stage...

Infinite Possibilities

Kotahi mano ngā rā hiki te oranga mō ngā tipuranga i roto i te hāpori
In the first 1000 days setting the path of wellness in our communities, for generations to come

Tukutuku Rau

Gifted to us by Ngā Rarau

Kōrero tawhito (ancient narratives) were one means for establishing the lore of traditional society.

They explained why certain chains of events occurred and established precedents for appropriate behaviour.

Kōrero tawhito reflected the thought concepts, philosophies, ideals, norms and underlying values of Māori society. The values that derived out of the kōrero tawhito were the basis for the integrity, harmony and balance of Māori society. The values represented ideals, which were not necessarily achievable but something to aspire to.

There are 4 main pou which uphold Te Ao Māori (being the 5th pou) view point, this includes:

- **Kawa** – Non-negotiable, those things set that cannot be changed in the moment
- **Tikanga** – The How, ways of doing and being
- **Mātauranga Māori** – The Knowing from a lens that is Māori.
- **Kaupapa Māori** - Contextualized Topics/Projects to Mātauranga Māori



TE ARONGA MAORI

Māori world view that is set in the origins of Māori culture and identity.



KAWA

Non-negotiable, those things set that cannot be changed in the moment



TIKANGA

The How, ways of doing and being



MĀTAURANGA

The Knowing from a lens that is Māori



KAUPAPA

Contextualized Topics/Projects to Mātauranga Māori

Lets get a little deeper

Brief Agenda...

Human Centred Design

Designing solutions focused on people's needs, behaviours, and experiences to ensure outcomes are practical, usable, and impactful.

Te Ao Māori

A worldview that emphasises the interconnectedness of all living and non-living things, guided by Māori culture, values, and traditions.



Safety-ii

A proactive approach to safety management that focuses on why things go right, learning from everyday successes to improve safety systems.

Leadership

Guiding and inspiring others through vision, integrity, and accountability to achieve shared goals.

What are we covering today?

Brief Agenda...

Human Centred Design

Designing solutions focused on people's needs, behaviours, and experiences to ensure outcomes are practical, usable, and impactful.

Te Ao Māori

A worldview that emphasises the interconnectedness of all living and non-living things, guided by Māori culture, values, and traditions.

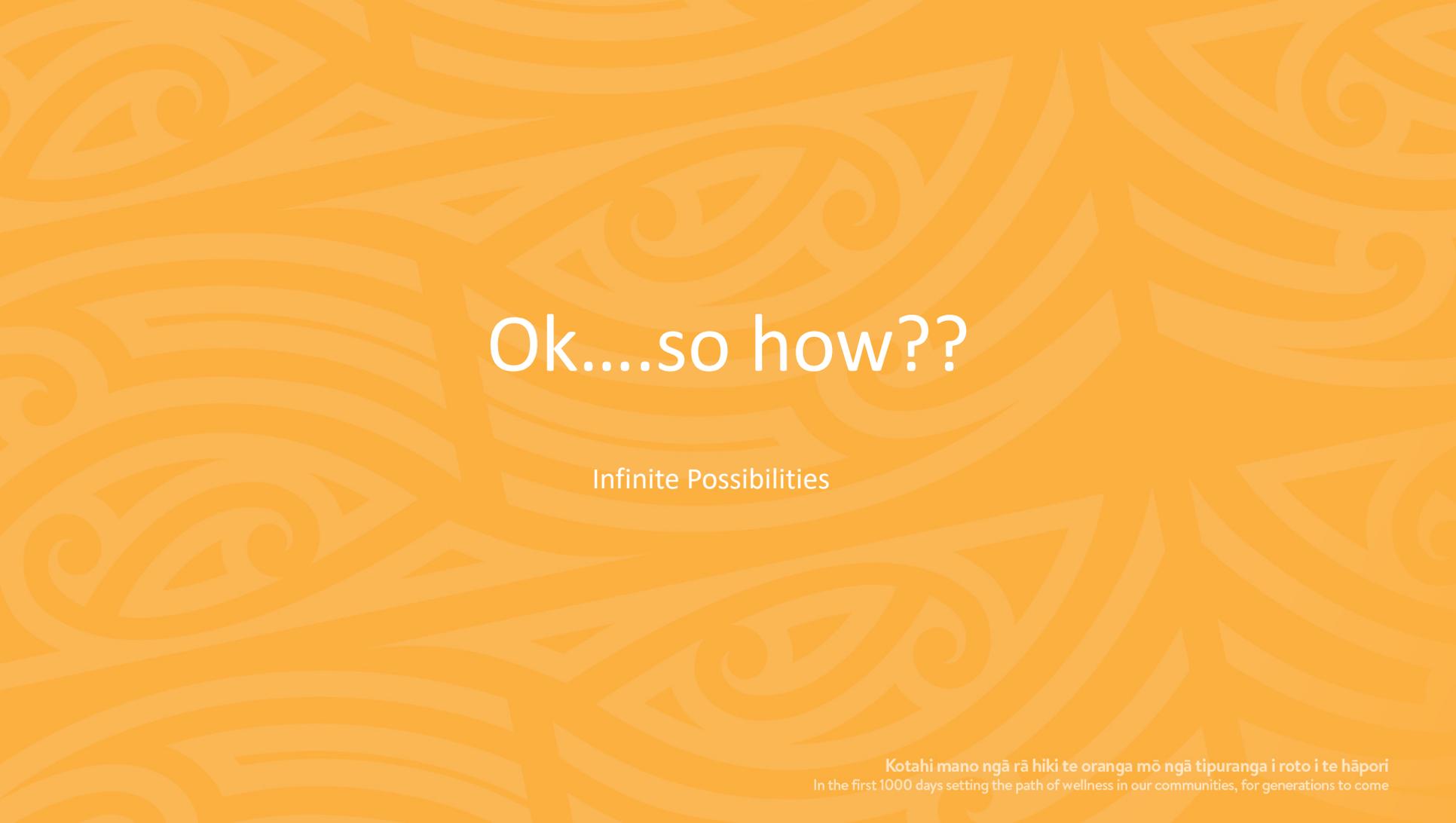


Safety-ii

A proactive approach to safety management that focuses on why things go right, learning from everyday successes to improve safety systems.

Leadership

Guiding and inspiring others through vision, integrity, and accountability to achieve shared goals.

The background of the slide is a vibrant orange color with a repeating Maori pattern. The pattern consists of stylized, interlocking shapes that resemble eyes or traditional Maori motifs, creating a sense of depth and movement.

Ok....so how??

Infinite Possibilities

Kotahi mano ngā rā hiki te oranga mō ngā tipuranga i roto i te hāpori
In the first 1000 days setting the path of wellness in our communities, for generations to come

Customary Lore

Aronga Māori

Māori world view that is set in the origins of Māori culture and identity.

- The Natural World through a Māori Perspective
- Māori Language
- Culture

Kawa

Non-negotiable, those things set that cannot be changed in the moment

- Celestial Lore
- Natures elements
- Uncontrollable by mankind
- Foundations that influence tikanga

Tikanga

The How, ways of doing and being

- Terrestrial Lore
- Influenced by Kawa
- Traditional rules and practices for conducting life

Mātauranga

The Knowing from a lens that is Māori

- Knowledge of Te Ao Māori
- Living/learning/experiencing from Te Ao Māori
- Philosophical view on Te ao Māori

Kaupapa

Contextualized Topics/Projects to Mātauranga Māori

- Level surface, floor, layer
- Principle, tenet, rule through a Māori lens
- Philosophical view on Te Ao Māori



		Customary Lore	Whānau Āwhina Plunket	Health, Safety, Wellbeing and Risk
Aronga Māori	Māori world view that is set in the origins of Māori culture and identity.	<ul style="list-style-type: none"> The Natural World through a Māori Perspective Māori Language Culture 	<ul style="list-style-type: none"> Māori Relations Capability Framework Organizational Strategy Organizational Culture 	<ul style="list-style-type: none"> Whole of person approach to safety and wellbeing in the workplace Risk is part of everything we do
Kawa	Non-negotiable, those things set that cannot be changed in the moment	<ul style="list-style-type: none"> Celestial Lore Natures elements Uncontrollable by mankind Foundations that influence tikanga 	<ul style="list-style-type: none"> Responsibilities to Te Tiriti o Waitangi Legislation, policy and laws governing Plunket's engagement Code of conducts 	<ul style="list-style-type: none"> HSWA 2015 ISO Standards 31000, 45001, 9001 Regulation and Obligations
Tikanga	The How, ways of doing and being	<ul style="list-style-type: none"> Terrestrial Lore Influenced by Kawa Traditional rules and practices for conducting life 	<ul style="list-style-type: none"> The first law of New Zealand Procedures and guidelines to define how we do work Strategic Objectives 	<ul style="list-style-type: none"> Procedures, policies and guidelines Strategic Objectives helping to give effect to HSWR Health, Safety and Risk Strategy
Mātauranga	The Knowing from a lens that is Māori	<ul style="list-style-type: none"> Knowledge of Te Ao Māori Living/learning/experiencing from Te Ao Māori Philosophical view on Te ao Māori 	<ul style="list-style-type: none"> Transparent communication on measurement of strategic objectives Learning and knowledge from data and insights 	<ul style="list-style-type: none"> Knowledge from our kaimahi on critical and strategic risks Using people as a solution Transparently sharing data and information
Kaupapa	Contextualized Topics/Projects to Mātauranga Māori	<ul style="list-style-type: none"> Level surface, floor, layer Principle, tenet, rule through a Māori lens Philosophical view on Te Ao Māori 	<ul style="list-style-type: none"> Operational delivery on strategic objectives CIMS Forums, hubs and working groups The BAU work we do at the frontline 	<ul style="list-style-type: none"> Safety, Wellbeing and Risk Champions Committees Communities of engagement Subject Matter Working Groups BAU

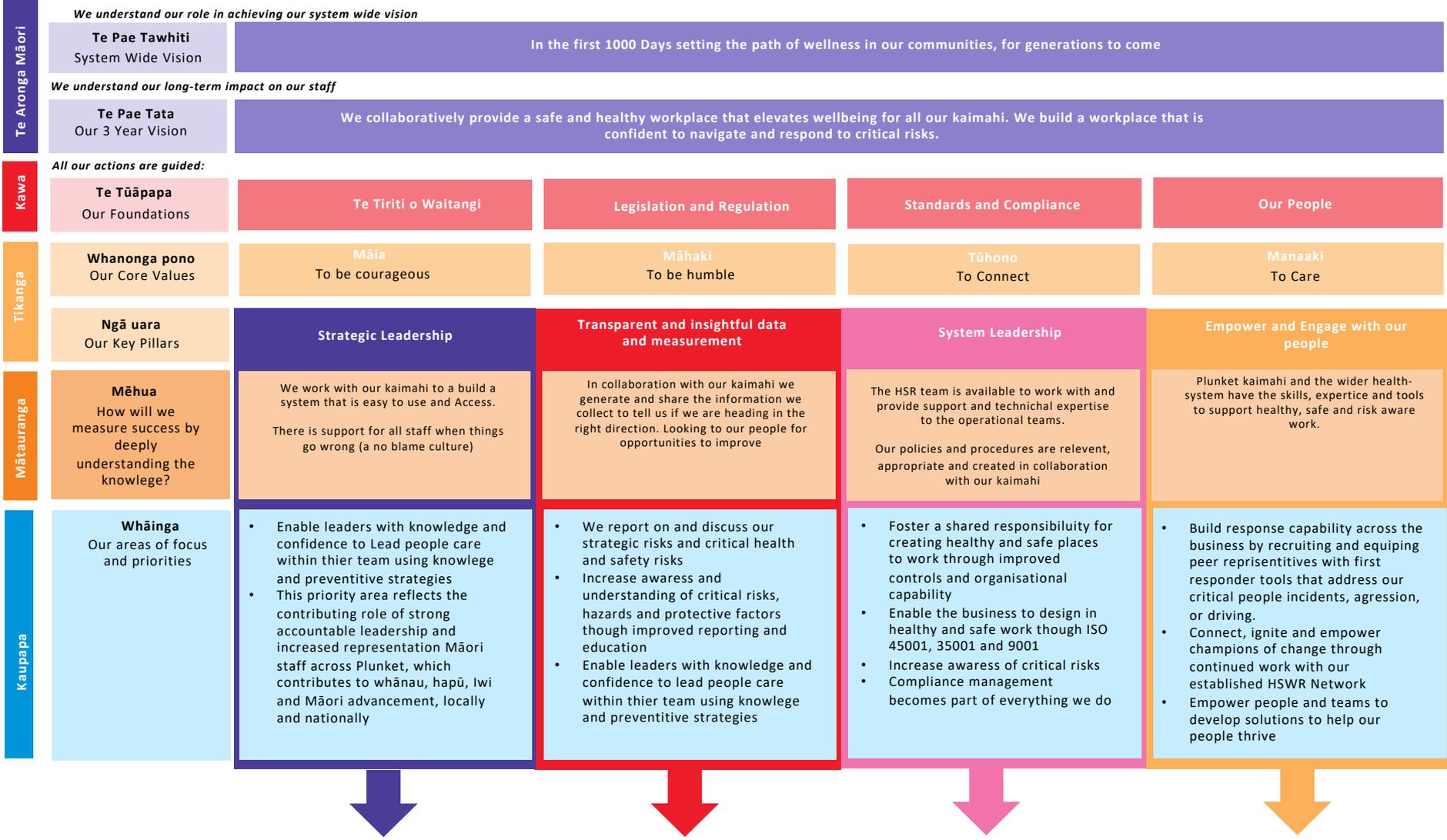
Importance to Plunket

- recognises and acknowledges Māori cultural settings within Plunket and reflects those settings in the context of Plunket's culture and business
- informs of the context and compatibility of those settings to all levels of HSWR
- empowers us to respond to Māori aspirations and partner in the work we do for mutually beneficial outcomes through the spaces we work in, not only at the ground level with front line staff but to understand the key dynamics of individual relationships
- builds our capability and capacity to confidently and effectively engage with Māori
- provides guidance on how to respond appropriately to all levels of leadership
- supports the delivery of the overarching Plunket strategy.
- identifies the whole of person approach to HSWR within Plunket**

How will we get there?

Infinite Possibilities

Kotahi mano ngā rā hiki te oranga mō ngā tipuranga i roto i te hāpori
In the first 1000 days setting the path of wellness in our communities, for generations to come



How might this look for “other stuff”

Infinite Possibilities

Tukutuku Rau

Simple Example



YOUR ORGANISATION

Te Aronga Māori

world view
Māori that is set in the origins of māori culture and identity.

What does your organisation look like through a Te Ao Māori Lens?
What are the key organisational cultural elements of your organisation?

Kawa

what
The non-negotiable, those things set that cannot be changed in the moment

What are the relevant pieces of legislation? Lore and Law? How is your organisation governed?

Tikanga

how
The ways of doing and being. Negotiable – tikanga can adapt according to context

What are the protocols, policies and procedures you currently have in place in your organisation? How do you function as an organisation?

Matauranga

knowing
The from a lens that is māori

How is knowledge shared and stored? How are stakeholders kept informed and how does your organisation consume knowledge?

Kaupapa

topics/projects
Contextualized to matauranga Māori

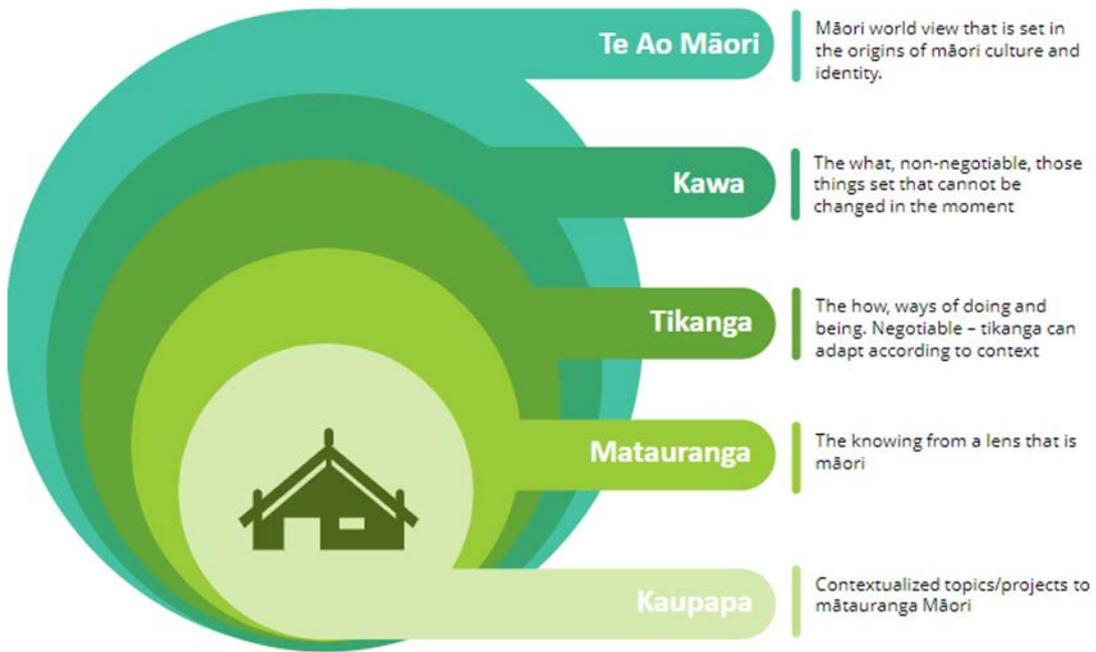
What are some of the working groups, committees, steering committees that drive your organisation forward?
What are the projects your organisation focuses on?

What core values sit across your view of the business?



Tukutuku Rau

De-mystifying Te ao Māori



Legal Obligations

- Machinery of govt
- Westminster style of government



User experience

- Design with users
- Treaty partnership underpinning engagement with Maori



The way we work

- Organisation design
- Rational line of sight from strategy to action

- Legislation
- Principles for decision-making

- Privacy law – respect personal data

- WorkSafe’s regulatory role
- Legislation

- Policy
- Process
- Controls

- Be clear about the outcome you are designing for
- Different ways of engaging users

- The design approach
- Engagement
- Collaboration

- Technical knowledge
- Risk assessment

- Journey maps
- Service blueprints
- Prototypes

- Making it relevant to the WorkSafe context – technical knowledge

- Specific obligations e.g. Adventure Activities

- Specific thing you’re designing for that group of people

- Functions
- Interventions
- Capability

Te Whare Tapa Rima

TUKUTUKU RAU

TE AO MAORI
MĀORI WORLD VIEW THAT IS SET IN THE ORIGINS OF MĀORI CULTURE AND IDENTITY.

TE WHARE TAPA RIMA - THE MĀORI PHILOSOPHY TOWARD HEALTH IS UNDERPINNED BY FIVE DIMENSIONS REPRESENTING THE BASIC BELIEFS OF LIFE. RS

TAHA TINANA THE PHYSICAL DIMENSION **TAHA HINENGARO THE INTERCONNECTED INTELLECTUAL AND EMOTIONAL DIMENSION** **TAHA WAIRUA THE SPIRITUAL DIMENSION** **TAHA WHANAU THE FAMILY DIMENSION** **TAHA WHENUA THE ETHNIC AND/OR CULTURAL DIMENSION**

KAWA
THE WHAT, NON-NEGOTIABLE, THOSE THINGS SET THAT CANNOT BE CHANGED IN THE MOMENT

The contribution that nutritional food and a balanced diet, regular enjoyable physical activity, personal hygiene, and sufficient sleep and rest contribute to wellbeing, as well as the factors that support or hinder the attainment of these

How thoughts and feelings impact people's sense of wellbeing (and self-worth or self-esteem)

The values and beliefs that contribute to the wellbeing of themselves and others What gives their life meaning - their dreams, aspirations, hopes and desires, their life goals and how these ideas relate to their wellbeing

How relationships change over time and ways of managing these changes to restore wellbeing

Making connections with the community is an important source of empowerment

TIKANGA
THE HOW, WAYS OF DOING AND BEING

- Regular health and fitness assessments.
- Implementation of workplace safety protocols.
- Access to health and wellness programs.

- Mental health training for staff and management.
- Regular mental health check-ins or surveys.
- Mental health first aid
- Access to counselling services or employee assistance programs (EAP).

- Spaces for reflection, meditation, or prayer in the workplace.
- Workshops on mindfulness, meditation, or cultural awareness.
- Encouraging participation in cultural or spiritual practices

- Family-friendly workplace policies.
- Social events and team-building activities.
- Community service and volunteering opportunities.

- Environmental sustainability initiatives.
- Programmes for outdoor activities and connection with nature.
- Policies that minimise the workplace's ecological footprint.

MĀTAURANGA
THE KNOWING FROM A LENS THAT IS MĀORI

- Health screening results.
- Employee feedback on physical wellbeing needs.
- Data on physical activity levels.
- Sick days or sick leave
- Incident reports

- Surveys on workplace stress and job satisfaction.
- Utilisation rates of mental health resources.
- Stories or testimonials about mental health challenges and successes.

- Employee interests in spiritual or cultural practices.
- Feedback on the inclusivity of workplace culture.
- Stories that share cultural knowledge or spiritual experiences.

- employee feedback on work-life balance.
- Participation rates in social and community activities.
- Stories highlighting the importance of family and community support.

- Data on the workplace's environmental impact (e.g., carbon footprint).
- Employee feedback on sustainability practices.
- Stories that connect employees to the land and environmental stewardship.

KAUPAPA
CONTEXTUALIZED TOPICS/PROJECTS TO MĀTAURANGA MĀORI

- Providing onsite fitness facilities or subsidised gym memberships.
- Encouraging regular breaks and stand-up meetings to reduce sedentary behaviour.
- Offering healthy food options in the workplace.

- Creating a supportive environment that encourages open conversations about mental health.
- Providing mental health days or flexible working arrangements.
- Training managers in mental health first aid

- Respecting and accommodating diverse religious and spiritual practices.
- Providing access to resources and spaces for spiritual growth.
- Promoting respect for diverse cultural backgrounds and practices

- Offering flexible working hours and remote work options to support family commitments.
- Encouraging participation in social events to build connections within the workplace.
- Facilitating community engagement initiatives.

- Implementing recycling programs and reducing waste.
- Encouraging the use of public transport, cycling, or walking to work.
- Organising outdoor meetings or team-building activities in nature.

And how does this tie into leadership?

Infinite Possibilities

Kotahi mano ngā rā hiki te oranga mō ngā tipuranga i roto i te hāpori
In the first 1000 days setting the path of wellness in our communities, for generations to come

New Power Versus Old Power

Old power is characterized by being held by a few and jealously guarded, whereas new power is participatory and open. Old power is based on a model of holding power close, while new power operates like a current: open, participatory and peer-driven. Old power models are often based on control through scarcity, whereas new power models are based on creating and sharing.

Old Power

Managerialism, Intitutionalism, representative governance



Exclusivity, competition, authority, resource consolidation



Discretion, confidentiality, separation between private and public spheres



Professionalism, specialisation



Long term affiliation and loyalty, less overall participation



New Power

Informal, option decision making, self organisation, networked governance



Open source collaboration, crowd wisdom, sharing



Radical transparency



Do-it-Ourselves, maker culture



Short-term, conditional affiliation, more overall participation



How does this look for health safety and risk?

To successfully apply new power principles to health, safety and strategic risk, organizations must create a culture of trust and transparency where workers are encouraged to speak up about safety concerns and contribute to solutions. This requires leaders to relinquish some control and be open to the possibility of new ideas and approaches. By leveraging the power of collaboration and engagement, organizations can drive better health and safety outcomes while also improving overall productivity and performance.

Old Power

•Focus on rules and regulations that must be followed



•Emphasize compliance and enforcement of safety policies



Use traditional forms of communication such as top-down memos, training sessions, and presentations



•Rely on expertise and authority figures to determine safety protocols



•Emphasize minimizing risk through standardization and control



New Power

•Emphasize participation and collaboration to drive safety outcomes
•Encourage workers to co-create safety solutions



•Empower workers to take ownership of their own safety and the safety of their colleagues



Utilize new forms of communication such as social media and mobile apps to engage and educate employees



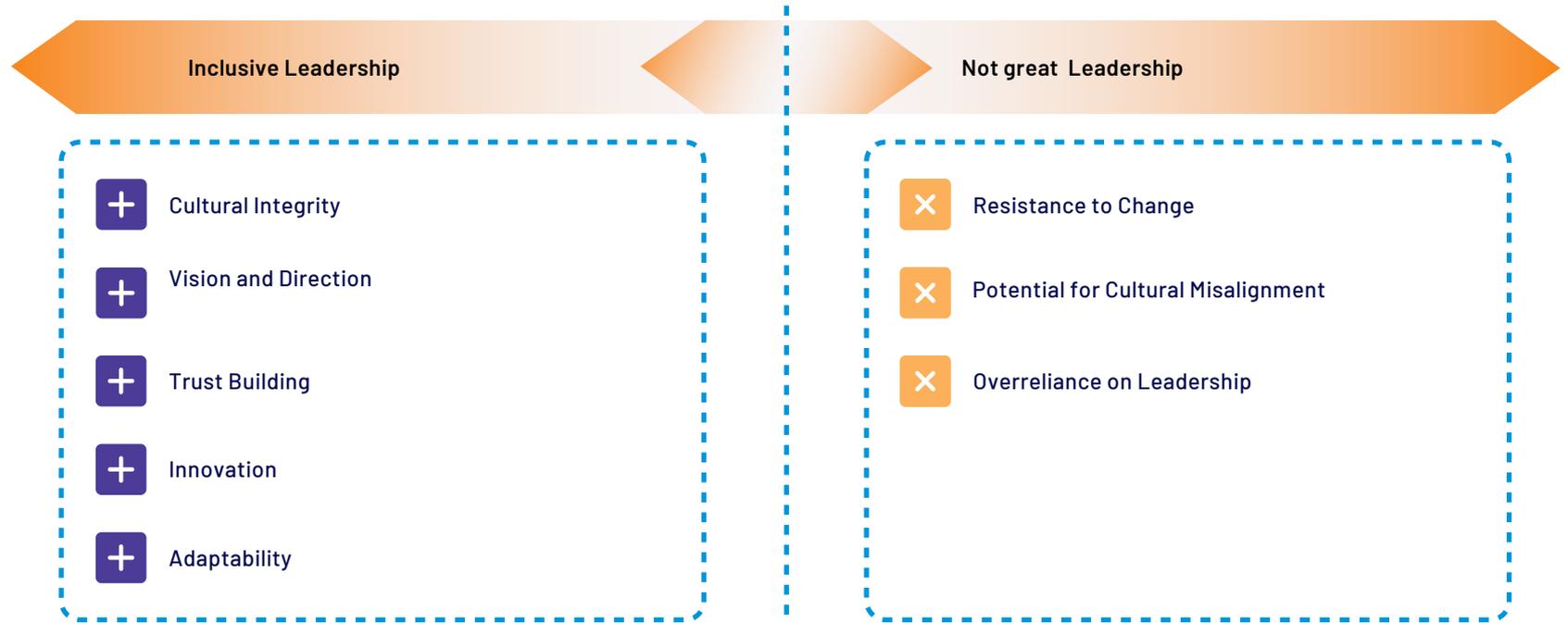
Encourage experimentation and innovation to find new and effective ways to improve safety



•Use data and insights from workers to inform decision-making around safety protocols



Inclusive “all of person” leadership in safety





whānau āwhina
plunket

Dunk it for Plunket

Whānau Āwhina Plunket's National Fundraising Event
September 2024



He huanui oranga mo ngā mokopuna whakatipuranga roto i ngā hapori heke iho, heke iho
Setting the path of wellness in our communities for the early years, for generations to come

WHAT is *Dunk it for Plunket?* (DIFP)

- ***Dunk it for Plunket* (DIFP)** is our national fundraising event, supported by Arnott's (naming rights sponsor).
- Morning tea participants register, receive a box of Arnott's goodies, and host a fundraising morning tea (or other fundraising activity) during the month of September.
- 1,000 goody boxes will be available - early signups are encouraged. Becoming a VIP means a guaranteed box!
- We're gearing up for things to be bigger and better than ever by gamifying the experience with prizes for certain milestones, leaderboards and achievement badges on our fundraising platform.
- Plunket provides the online platform for easy fundraising (under construction).



HOW you can support

- Register your group via our website.
By becoming a VIP, you're guaranteed a box of delicious goodies to activate your fundraiser!
- Help us to spread the word among your networks including businesses, schools, retirement villages, church groups, rotary groups or any other community organisation.
- Engage with DIFP on social media by sharing our posts with your network or sharing images of your DIFP fundraising activities.



WHY Support Plunket?

Whānau Āwhina Plunket is a charity and Aotearoa New Zealand's largest support service for the health and wellbeing of tamariki under-five and their whānau.

Funds raised go directly to keeping our wraparound Plunket support services like whānau groups and playgroups going so future generations can thrive.

For more information please visit the 'Support Plunket' section of our website or connect with our team.





whānau āwhina
plunket

Thank you

Nicola Knobel

Nicola.knobel@plunket.org.nz

Kotahi mano ngā rā hiki te oranga mō ngā tipuranga i roto i te hāpori
In the first 1000 days setting the path of wellness in our communities, for generations to come