



**Integrated primary mental health and
addiction (IPMHA) workforce**

Mā te Rongo professional development for IPMHA HIP trainers

Summary evaluation feedback

August 2026

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Brief background

As part of the national IPMHA workforce development programme for the health improvement practitioner (HIP) training, Te Pou has a role to provide HIP trainers to deliver the programme. This is done through:

- having oversight of the HIP trainer candidate pathway to train new HIP trainers
- working with PHOs to release trainers to deliver HIP training. More recently this has included working with the two regional training spokes in the Northern and Te Waipounamu regions
- providing professional development for HIP trainers that responds to feedback received through the training programme evaluation process.

In 2025 it was identified that supporting the ongoing development of knowledge, skills and confidence of trainers to deliver culturally safe training would support the ongoing evolution of the programme.

The Mā te Rongo workshop series, facilitated by Tipene Pickett of Kotuku Training and Counselling Limited, was delivered in two parts, each comprising a full-day workshop followed by a half-day reflective practice session.

Part one focused on building foundational understanding of Te Whare Tapa Whā, including iho and mauri, and the pōwhiri process. This included practical application of karakia, pepeha, and basic mihimihi to support confident and appropriate use within training and facilitation contexts. Reflective practice sessions following day one required participants to bring examples of how they had applied this learning into their training practice, and to reflect in groups on what felt aligned and what felt challenging, using structured prompts connected directly to the workshop content.

Part two focused on applying and deepening this learning through pūrākau and Te Noho Tata Pū. Participants explored the whakapapa of tapu and noa and reflected on how these perspectives inform IPMHA HIP programme delivery, relational dynamics within the training space, and culturally responsive training practice. The follow-up reflective session again required participants to demonstrate application of learning, share examples from practice, and consider next steps for strengthening integration into their training approach.

The purpose of the workshop series was to build confidence, enhance understanding, and create structured opportunities to transition learning into training practice. Learning outcomes were cumulative, with understanding and capability developing through participation across both parts of the series and associated reflective practice components.

Learning outcomes

The workshop series intended to support participants to:

- gain a deeper understanding of the relationship between the tapa (sides) of Te Whare Tapa Whā with the inclusion of IO (Creator) and Mauri (life principle/essence)
- increase awareness of pōwhiri process and its importance as an engagement process in trainings and change in states from tapu (unknown) to noa (known)
- gain a deeper understanding of the whakapapa (genealogy) tapu and noa through a pūrākau
- develop confidence and ease in using karakia, pepeha and basic mihimihi
- have structured time to practice, reflect and discuss implementation of knowledge gained
- identify strengths and work through areas of development.

Purpose of the report

This report summarises feedback from participants who attended the workshop series. It captures self-reported increases in trainer understanding and confidence, as well as intentions to integrate learning into the IPMHA HIP programme delivery.

Method

The Mā te Rongo workshop series formed a required component of the HIP trainer annual professional development programme, and all fifteen trainers participated. Participation included attendance at all workshop and reflective practice sessions, as well as submission of a written reflection outlining how learning would be consolidated and integrated into training delivery.

Evaluation data was collected through two surveys, one following each workshop and reflective practice component (see Appendix A). Separate surveys were developed to reflect the distinct content and learning focus of each part of the series.

Results

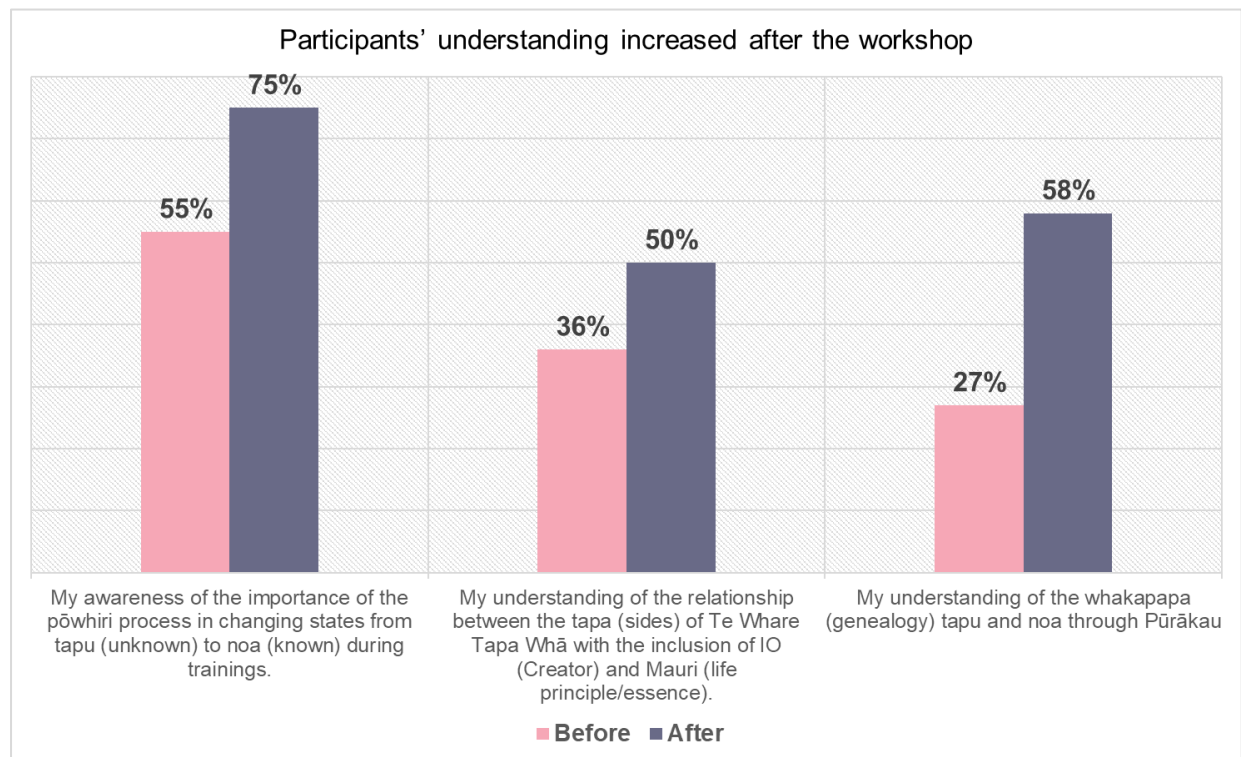
Results reflect improvement in participants' self-reported understanding, awareness, and confidence before and after the workshop series, alongside intended application of learning to strengthen HIP trainers programme delivery.

Participants' awareness and understanding

Figure 1 shows the self-reported increase in participants' awareness and understanding of the concepts discussed in the Mā te Rongo workshop series. Data reflects those who responded 'good' or 'very good' before and after the workshop. Overall, the data shows improved awareness and understanding compared with pre-workshop responses. More specifically, awareness of the role of pōwhiri in shifting states from tapu to noa increased 1.4

times. Understanding of the relationship between the sides of Te Whare Tapa Whā, including IO (creator) and Mauri (life principles), rose by 1.4 times, while understanding of whakapapa tapu and noa through pūrākau doubled (2.0 times).

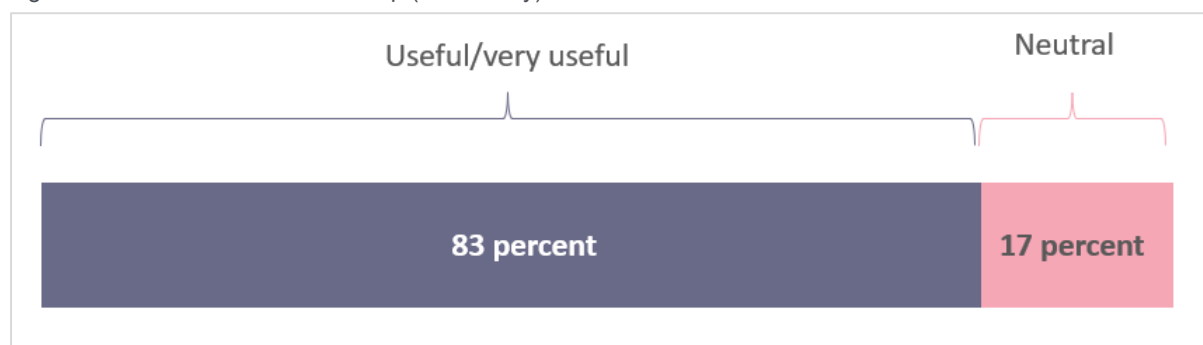
Figure 1: Knowledge, awareness and understanding (first survey)



Usefulness of workshop sessions

In terms of usefulness, almost all participants (83 percent) found the workshop series useful or very useful to their mahi. See Figure 2.

Figure 2: Usefulness of the workshop (first survey)

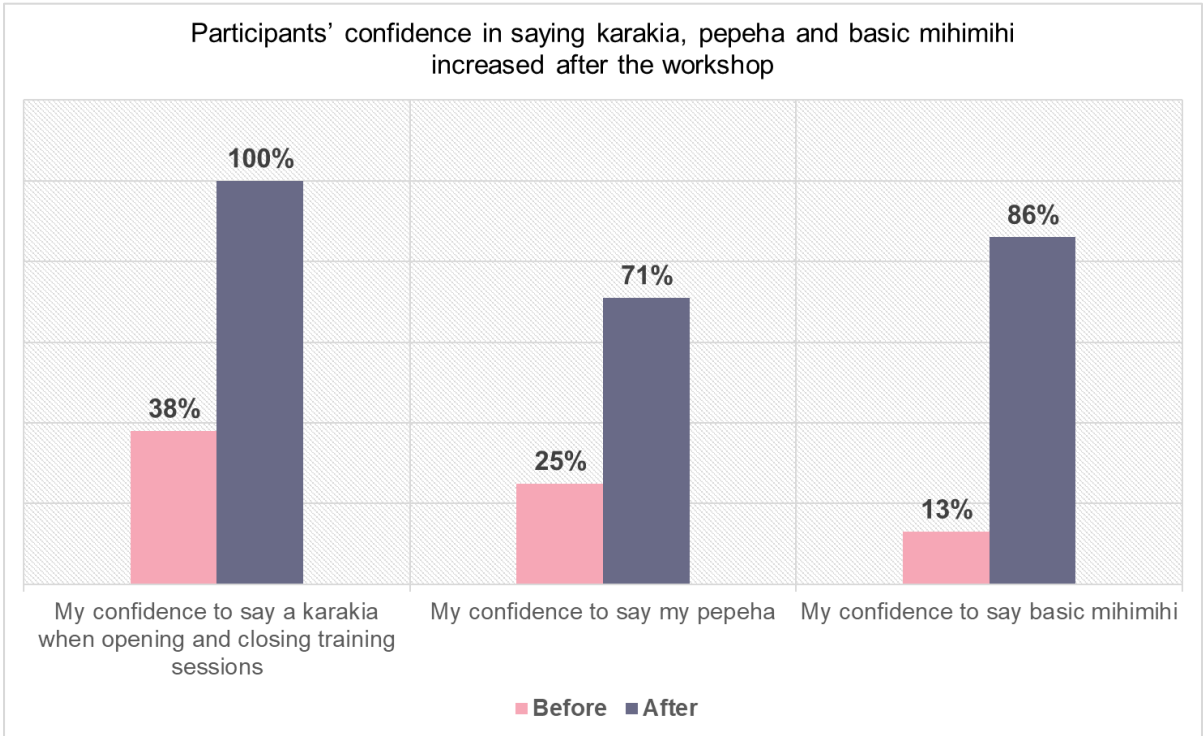


Participants' confidence

Participants reported increased confidence to apply learning in their HIP programme delivery. More specifically, their confidence to open and close training with a karakia more

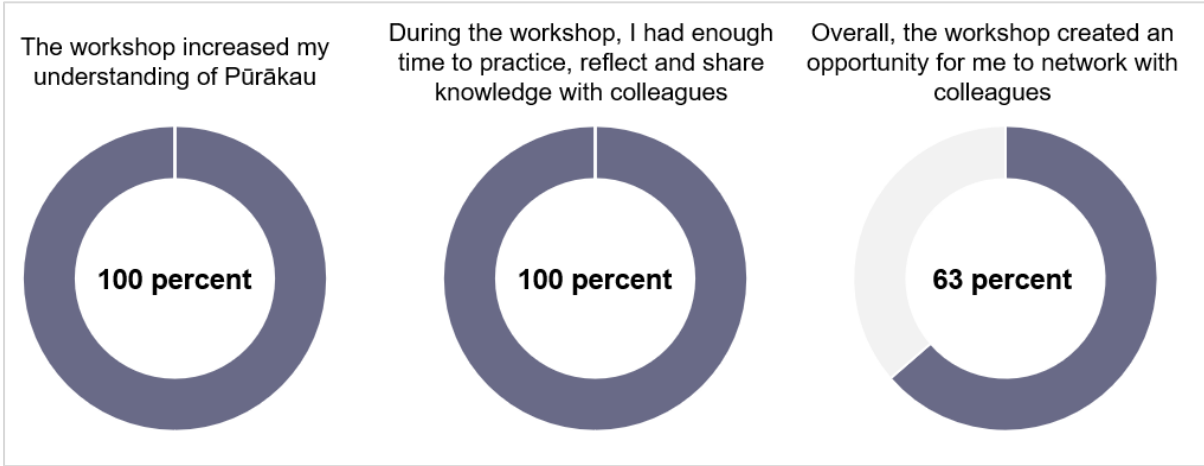
than doubled (2.6 times). Also, participants' confidence to say their own pepeha, and basic mihimihi increased 2.8 and 6.6 times, respectively. See Figure 3.

Figure 3: Confidence to apply learning (second survey)



All participants (100 percent) agreed or strongly agreed that the workshop series enhanced their understanding of pūrākau, and provided sufficient time to practise, reflect, and share knowledge in ways that supported IPMHA HIP programme delivery. Additionally, 63 percent of participants indicated that the series created opportunities to connect and share practice with the IPMHA HIP trainer group. (Figure 4).

Figure 4: Overall training delivery (second survey)



Applying learning to practice

When asked to comment on one aspect of learning they intended to apply to HIP programme delivery several themes were identified. One participant described intentions to improve pronunciation and use of mihi and karakia. Others highlighted increased confidence in appropriately bringing wairua (spirituality) into HIP training and integrating Te Whare Tapa Whā in safe and meaningful ways.

Participants also noted the importance of asking about the meaning of kupu (words) for individuals and intentionally allowing time and space for reflection. Increased confidence to guide discussions around Hua Oranga within HIP training contexts was also reported.

Selected participant comments are shared in the quotations below.

“As I continue to learn mihi and karakia, to focus on specific pronunciation and ways of delivery”

“Be more open to integrating spirituality/energy/vibration within sessions with whai ora and HIP trainees, be able to explain this perspective of Te Whare Tapa Whā to trainees”

“Be more mindful of others' understanding of Te Whare Tapa Whā and how to safely use it in my teachings”

Additional survey comments from participants

Participants valued gaining a deeper understanding of Te Whare Tapa Whā beyond its four commonly referenced pillars. They described increased awareness of how language shapes context and meaning, alongside a strengthened understanding of the centrality of spirituality within Māori worldviews.

Confidence was a recurring theme, including confidence in using te reo Māori, understanding kupu, and linking concepts such as IO and Mauri to Te Whare Tapa Whā. The facilitator's expertise was highly valued, particularly their ability to share perspectives grounded in mātauranga Māori and to create a safe space that supported vulnerability and connection. Participants also appreciated opportunities for whakawhanaungatanga.

Selected participant comments are included below:

“My confidence in the appropriate understanding of reo Māori kupu we use regularly in our mahi; how language shapes our contexts and our understanding of it; understanding of spirituality for Māori”

“That there is so much more depth to te reo when broken down. The possibility for whole learning - mind, body and soul. That there are many kōrero and the importance of understanding what every kupu means to someone”

“Opportunity to have expert facilitator to share Te Ao Māori or Māori worldview on whakapapa, Te Whare Tapa Whā and ways this can be applied in HIP work. The space created for HIP trainers to acknowledge their own vulnerabilities and learnings related to Te Ao Māori world view in HIP work. An opportunity for HIP trainers to connect (whakawhanaungatanga) with each other in a safe space, facilitated by someone external to Te Pou”

Participants also reflected on the quality of facilitation, describing the workshop series as engaging, inspiring, and deeply impactful:

“Really enjoyed Matua Tipene’s facilitation and ability to create a safe space for us to share our own experiences, vulnerability and learning. Nga mihi kia koe te rangatira”.

“Best training I’ve ever been involved in to support knowledge, understanding, and ongoing development in supporting indigenous Māori health. Suggest Tipene has more active role in supporting HIP training, i.e. videos that can be used in training, or post practicum webinars for HIPs. His ability to share wisdom in a way that is engaging and impactful is incredible”.

“Ngā mihi nui ki na rangatira Tipene Pickett mo na kete o te wānanga ki nā kaimahi hauora. Tena koe, kia ora mai kia koe”. (Many thanks to the respected leader Tipene Pickett for sharing expertise and knowledge with the health workforce. We acknowledge and share our warm regards with you)

Areas participants would like to explore further

When asked about what aspects of the workshop series participants would like to explore further the following points were shared:

- examples of good practice when working with tāngata whai ora
- more information about Hua Oranga
- more in-depth understanding of Pūrākau
- face-to-face wānanga
- spend more time on mihi and pepeha.

Conclusion

Feedback from participants indicates that the workshop series met its intended learning outcomes, supporting a deeper understanding of Te Ao Māori and how these perspectives can inform and strengthen HIP programme delivery. Participants described increased understanding of the relationship between the sides of Te Whare Tapa Whā, including IO and Mauri; the role of pōwhiri in supporting movement from tapu to noa; and the significance of whakapapa as expressed through pūrākau. Many reported increased confidence in the use of karakia, pepeha, and mihimihi, and valued the opportunity to practise, reflect, and share knowledge, alongside identifying practical ways to integrate these principles into training delivery.

The workshops also strengthened understanding of Māori frameworks and tools, including Hua Oranga, a Māori health outcome measure and training programme used within the HIP programme to support holistic assessment of wellbeing for tāngata whai ora.

Overall, the workshop series supported growing awareness and confidence, while recognising that embedding perspectives grounded in mātauranga Māori and tikanga into HIP programme delivery remains an ongoing learning journey.

To further build on this learning, Te Pou is exploring additional professional development opportunities to strengthen trainers' confidence in delivering Hua Oranga and to support greater alignment with the Takarangi competencies.

Appendix A: Survey questions

Evaluation for session one

Kia ora and thank you for completing the first part of the Mā te Rongo workshop.

Your feedback is important to us. Please share your ratings on your awareness and understanding by responding to the following questions. It will take only about 5 minutes of your time. Your feedback will be held in confidence, and is anonymous, this means that your name will not be mentioned in the report from this evaluation. Te Pou will use the feedback for quality improvement purposes.

If you have any questions about the workshop, please contact the Te Pou IPMHA Programme Manager, Tina Harrison, on IPMHA@tepou.co.nz

Thank you.

Please rate your agreement with the following statements about your awareness, knowledge and understanding of the topics at the workshop (before and after)

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The workshop increased my understanding of the relationship between the tapa (sides) of Te Whare Tapa Whā with the inclusion of IO (Creator) and Mauri (life principle/essence).					
The workshop enhanced my awareness of the importance of the pōwhiri process in changing states from tapu (unknown) to noa (known) during trainings.					
My understanding of the whakapapa (genealogy) tapu and noa through Pūrākau increased after the workshop					

How useful is the content of the workshop to your mahi?

Please list your top three important outcomes from the workshop (Open-ended)

What is one thing you learned in the workshop that would go away and implement in your mahi (Open-ended)

What is something that was not covered in this workshop that you would like to see in future workshops? (open ended)

Please include any other comments (open-ended)

Thank you for your feedback. If you have any questions about the evaluation, please contact the Te Pou Evaluation Manager, Katie.palmerdupreez@tepou.co.nz

Evaluation for session two

Kia ora and thank you for completing the second part of the Mā te Rongo workshop.

Your feedback is important to us. Please share your ratings on your confidence to practise by responding to the following questions. It will take only about 5 minutes of your time. Your feedback will be held in confidence, and is anonymous, this means that your name will not be mentioned in the report from this evaluation. Te Pou will use the feedback for quality improvement purposes.

If you have any questions about the workshop, please contact the Te Pou IPMHA Programme Manager, Tina Harrison, on IPMHA@tepou.co.nz

Thank you.

Please rate your agreement with the following statements about your awareness, knowledge and understanding of the topics at the workshop

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The workshop increased my understanding of Pūrākau					
During the workshop I had enough time to practise, reflect and share knowledge with colleagues					
Overall, the workshop created an opportunity for me to network with colleagues					

Please rate your confidence in the following tikanga now and before the workshop

	Not at all confident	Not confident	Fairly confident	Confident	Very confident
My confidence to use karakia to open and close my training sessions					
Now					
Before the workshop					
My confidence to use pepeha					
Now					
Before the workshop					
My confidence to use basic mihimihi					
Now					
Before the workshop					

What is one thing you would go away and implement in your mahi as a result of your learning from the workshop (Open-ended)

Was the reflective session useful if no, what would have been useful?

Thank you for your feedback. If you have any questions about the evaluation, please contact the Te Pou Evaluation Manager, Katie.palmerdupreez@tepou.co.nz