



Te Mana Hononga: The power of connection webinar series

Evaluation Report | August 2026

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Acknowledgements

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This report uses Te Reo Māori terminology consistent with Te Mana Hononga. For further information about Māori concepts and language used in the mental health, addiction, and disability sectors, please visit [Te Reo Hāpai](#), a Māori language glossary.

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Executive summary

Te Mana Hononga: The Power of Connection is a new Aotearoa New Zealand framework that supports least restrictive practice through six interconnected rautaki (strategies). To support implementation, Te Pou delivered a four-part webinar series between May and June 2026. This evaluation examines early implementation outcomes for the framework, including awareness, understanding, relevance, and intentions to apply the framework in practice.

Participation

- There were 115 webinar attendances across four webinars; with 82 poll responses received (71 percent response rate).
- Participants represented all four Health New Zealand | Te Whatu Ora regions and a diverse range of health and social service roles.

Key findings

- Most respondents understood Te Mana Hononga and its purpose in supporting tāngata whai ora (96 percent) and considered the framework relevant to their mahi (95 percent).
- Most respondents (96 percent) intended to use the framework in their mahi and identified practical applications across individual practice, team learning, service improvement, and leadership.
- Participants identified cultural and lived experience leadership, whānau-centred and mana-enhancing practice, leadership capability, and workforce development as important factors for implementing Te Mana Hononga and supporting least restrictive practice.

Key considerations for implementation

Findings suggest ongoing implementation may be supported by strengthening cultural and lived experience leadership, embedding whānau-centred and mana-enhancing practice, supporting leadership for practice change, and building workforce capability through reflection and learning.

Conclusion

The webinar series supported the early implementation of Te Mana Hononga by increasing awareness, understanding, and perceived relevance of the framework. The findings provide insight into how the framework has been received following its release and identify considerations that may support its ongoing implementation across health and social services. While the evaluation demonstrates early engagement with the framework, further evaluation is needed to understand how Te Mana Hononga is implemented in practice and its impact on outcomes for tāngata whai ora and whānau.

Background

[Te Mana Hononga: The Power of Connection](#) is a new Aotearoa New Zealand framework that supports least restrictive practice through six interconnected rautaki (strategies). The framework builds on the work Te Pou started in 2013 to support the use of the Six Core Strategies© in Aotearoa. Developed through the collective insights of tāngata whai ora, whānau, kaimahi, lived experience leaders, cultural advisors, and sector leaders, Te Mana Hononga places hononga (connection) at the centre of practice. Grounded in Te Tiriti o Waitangi, Te Ao Māori values, Pasifika models of care, and lived experience leadership, it supports culturally responsive, trauma-informed, and mana-enhancing approaches across health and social services.

The framework was developed in the context of ongoing national efforts to reduce and ultimately eliminate restrictive practices. It aligns with the Ministry of Health's Guidelines for Reducing and Eliminating Seclusion and Restraint (2023), which emphasise least restrictive practice, Te Tiriti o Waitangi obligations, and person-centred care.

Since its release in May 2026, the framework has received 417 views and downloads. Two introductory videos have also received 423 views as of July 2026, indicating early engagement with the framework.

To support implementation, Te Pou delivered a four-part webinar series between May and June 2026. The series aimed to increase awareness and understanding of Te Mana Hononga and build confidence in applying its six rautaki in everyday practice. Through an introductory session and three topic-focused webinars, participants explored how the framework can support safer, more equitable, and mana-enhancing support. The webinars were open to anyone interested in strengthening least restrictive practice, recognising that restrictive practices can occur across health, disability, mental health, addiction, community, and social service settings.

This evaluation report summarises post-webinar poll feedback and discussions. As Te Mana Hononga was recently released, the evaluation focuses on early implementation outcomes, including participants' awareness, understanding, perceptions of relevance, and intentions to apply the framework in their work. The findings provide insight into how the framework has been received and identify considerations for future implementation, engagement, and workforce development activities.

Webinar attendance and participation

Across the four webinars, there were 115 attendees, with attendance ranging from 21 to 39 participants per session (Table 1). As participants could attend more than one webinar, attendance figures represent webinar participation rather than unique individuals. Response rates varied across webinars, ranging from 48 percent to 88 percent. Overall, 82 poll responses were received, representing a 71 percent response rate and providing a reasonable level of confidence in the findings.

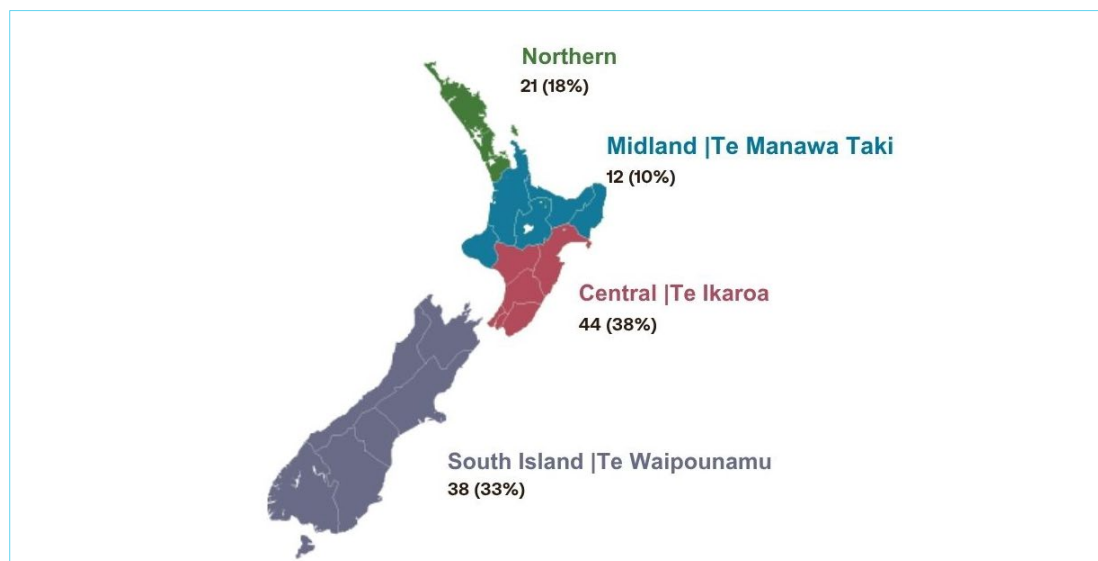
Table 1. Webinar attendance and poll response rate

Webinar	Attendance	Poll responses (response rate)
Webinar 1: Foundations for working together	39	30 (77 percent)
Webinar 2: Mātau ā-wheako and Rangatiratanga	30	20 (67 percent)
Webinar 3: Whakapakari and Raraunga	25	22 (88 percent)
Webinar 4: Haumaruru and Rauora	21	10 (48 percent)
Total	115	82 (71 percent)

Participants' profile

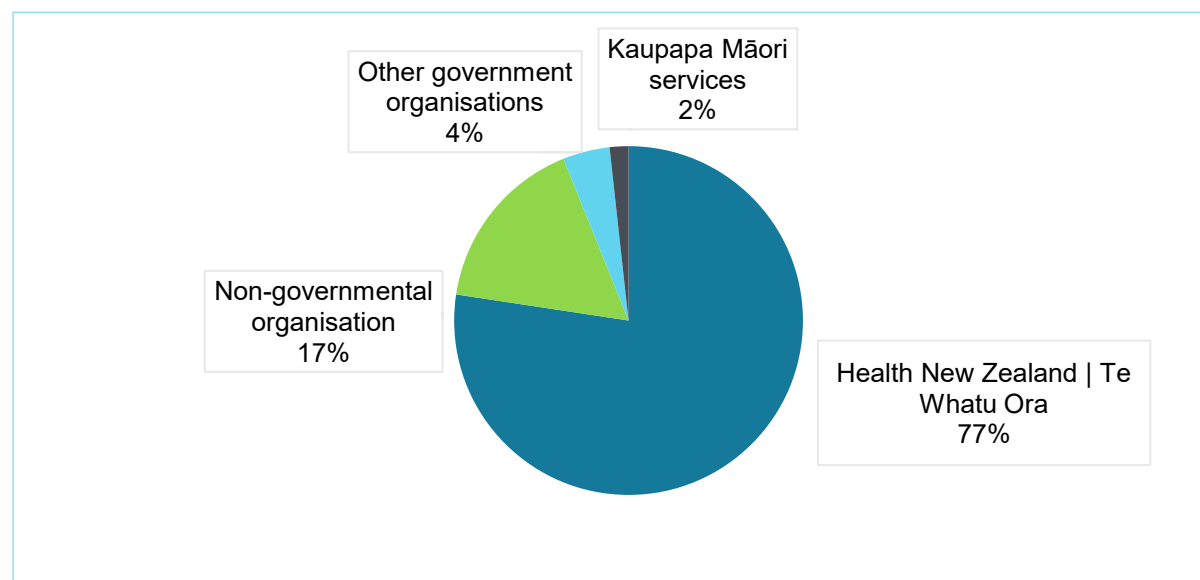
Participants represented all four Health New Zealand regions, with the largest proportion working in Central | Te Ikaroa (38 percent), followed by South Island | Te Waipounamu (33 percent) (Figure 1).

Figure 1. Health New Zealand | Te Whatu Ora location (115 participants)



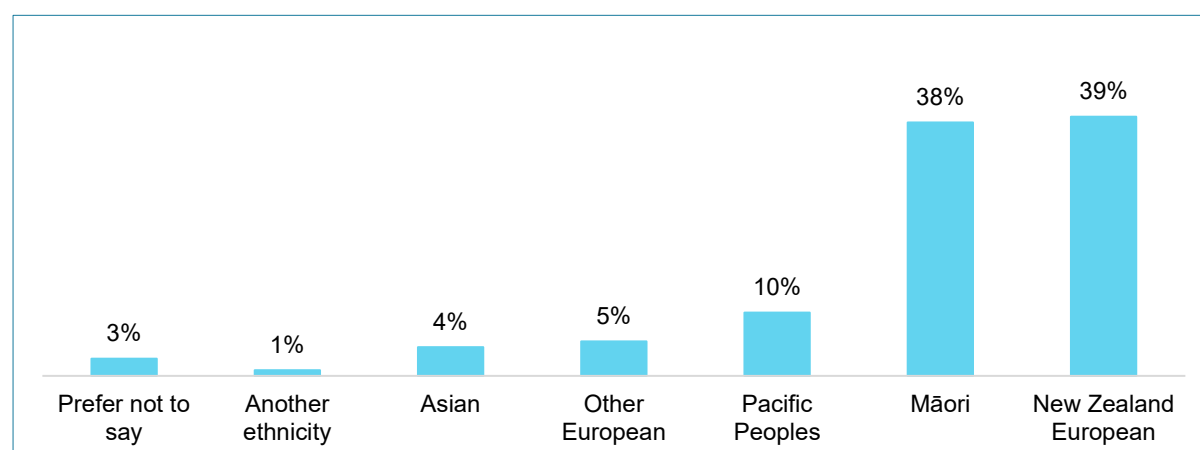
Three-quarters of participants (77 percent) were from Health New Zealand | Te Whatu Ora, while 17 percent represented non-government organisations, 4 percent other government organisations, and 2 percent kaupapa Māori services (Figure 2).

Figure 2. Type of organisation for participants (115 participants)



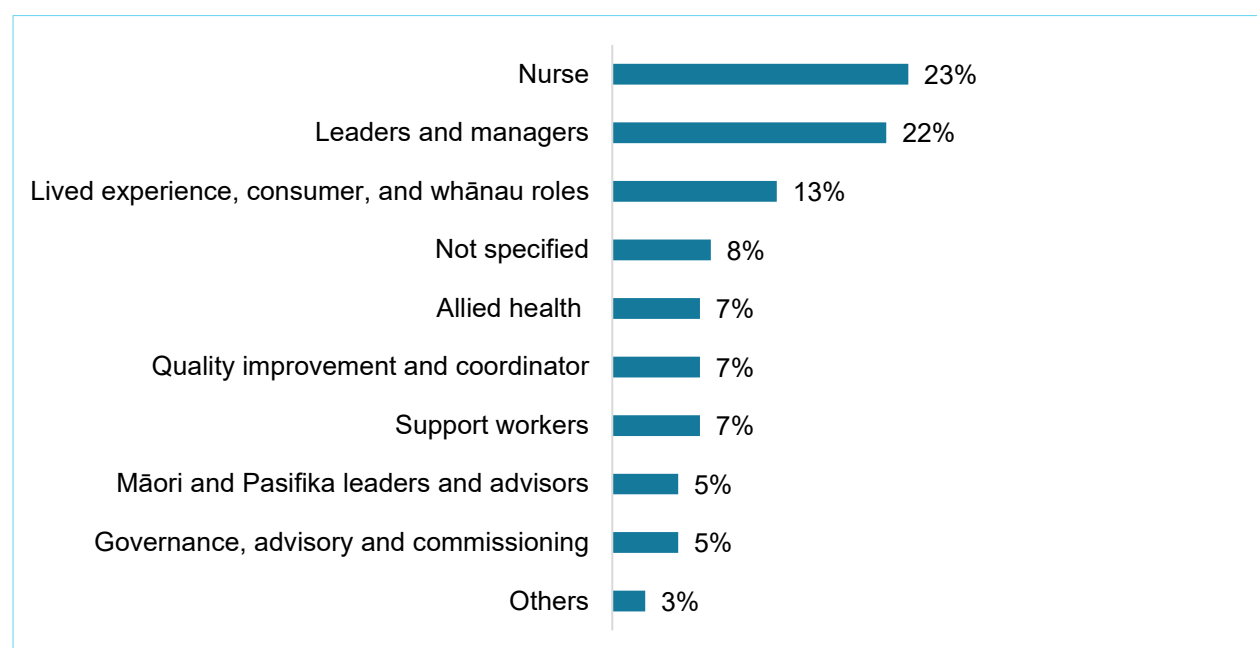
Participants reflected a diverse range of ethnic backgrounds. Nearly 2 in 5 participants identified as Māori (38 percent), indicating strong engagement from a key group whose perspectives are central to the development and implementation of Te Mana Hononga. Together, Māori and Pacific participants represented almost half of all respondents (48 percent) (Figure 3).

Figure 3. Participants' ethnicity (115 participants)



Participants represented a broad range of roles, with nurses (23 percent) and leaders and managers (22 percent) comprising the largest groups, followed by lived experience, consumer, and whānau roles (13 percent). Allied health, quality improvement and coordination, and support worker roles each accounted for around 7 percent of participants, illustrating the broad relevance of Te Mana Hononga across health and social services (Figure 4).

Figure 4. Participants' role (115 participants)

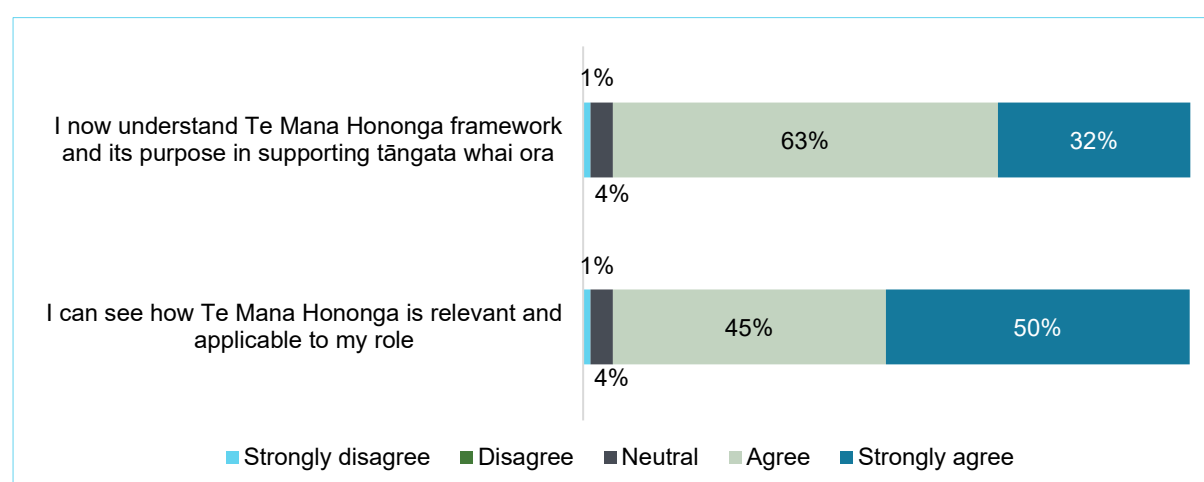


Key findings

Understanding and relevance of the framework

Nearly all participants understood Te Mana Hononga and its purpose in supporting tāngata whai ora (96 percent). Most also agreed that the framework was relevant and applicable to their mahi (95 percent) (Figure 5).

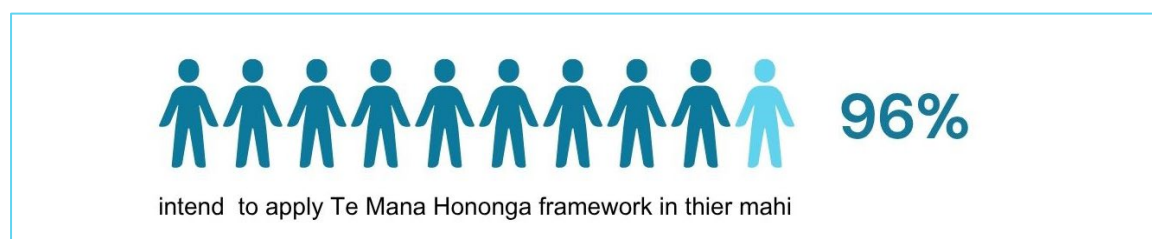
Figure 5. Understanding and relevance of the framework (82 respondents)



Intention to use the framework

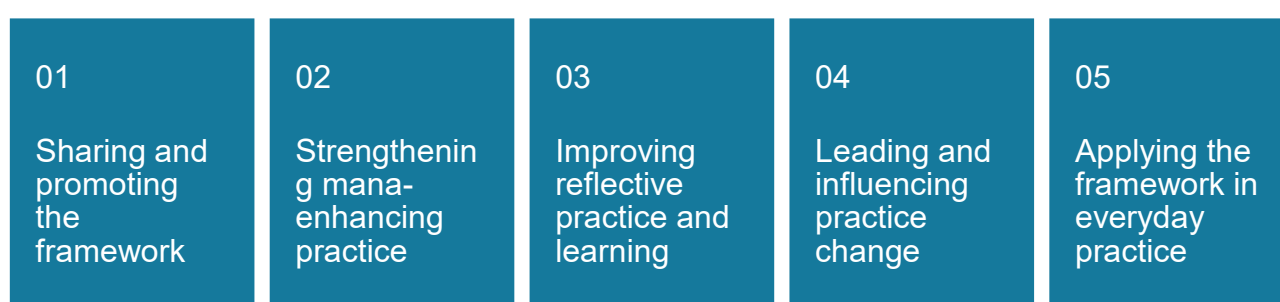
Most respondents (96 percent) indicated they intended to use the framework in their mahi (Figure 6).

Figure 6. Percentage of respondents intending to use the framework in their mahi (74 respondents)



Five key themes describe how participants' practical actions to apply Te Mana Hononga in their mahi (Figure 7).

Figure 7. Key themes on intention to apply the framework (59 respondents)



Many respondents intended to use the framework to build awareness and encourage wider engagement across services. One respondent described "starting by sharing these webinars and the written materials with colleagues and leadership", while another emphasised the importance of ensuring the framework was "well known and understood in the organisations I work with". These responses suggest participants viewed implementation as a collective process that extends beyond individual practice.

Respondents also identified opportunities to strengthen connection, cultural responsiveness, whānau engagement, and mana-enhancing approaches. Several respondents highlighted the importance of "strengthening connection and mana-enhancing practice", while others described incorporating cultural supervision and other cultural frameworks into their work to support culturally responsive practice

Many respondents viewed Te Mana Hononga as a tool for strengthening reflective practice and organisational learning. Respondents described using the framework to improve debriefing processes, support service review, and create opportunities for continuous improvement. As one respondent noted, debriefs and restraint reviews should be "framed in a learning focus", while another described the framework as "a great tool for service areas to reflect and review restrictive practices they use, make changes and work toward restraint elimination"

Respondents in leadership, specialist, and advisory roles also described using the framework to influence organisational culture and support practice change. One respondent highlighted the importance of "supporting and encouraging positive and relational leaders

coming through", while another described their intention to "lead change in recovery, engagement, restorative and connected care approaches".

Overall, these findings suggest participants intended to use Te Mana Hononga in a range of ways, from strengthening day-to-day interactions with tāngata whai ora and whānau to supporting reflective learning, service improvement, and practice change across teams and organisations.

Factors influencing implementation of Te Mana Hononga

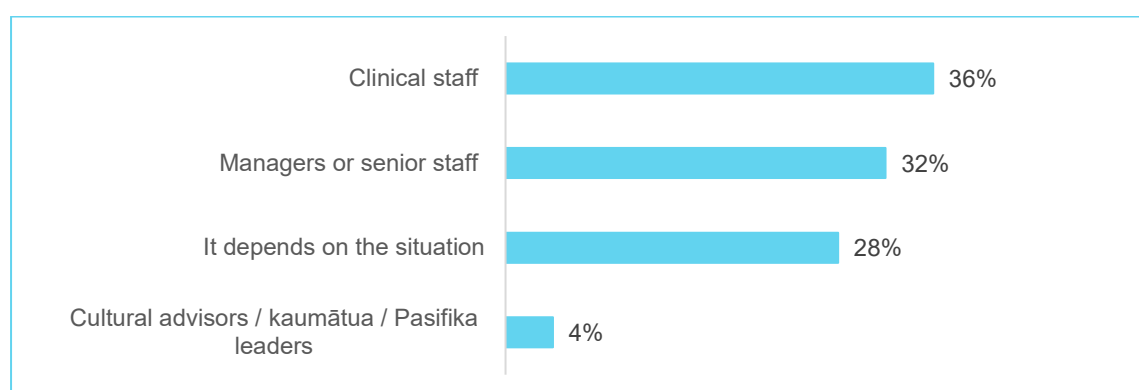
Webinar discussions and interactive polls provided insight into participants' views on the factors that may support implementation of Te Mana Hononga and least restrictive practice. These findings highlight the conditions participants considered important for embedding the framework in practice. The following sections draw on both discussion and poll data to identify key considerations for implementation.

Strengthening cultural and lived experience leadership

Participants identified cultural and lived experience perspectives as important contributors to least restrictive practice. Discussions highlighted the value of meaningful involvement in decision-making, service improvement, and leadership, while also identifying opportunities to strengthen the visibility, influence, and resourcing of these perspectives.

Interactive poll findings reinforced these themes. When asked whose perspectives most influence what happens when pressure is high in services, participants identified clinical staff (36 percent) and managers or senior staff (32 percent), while only 4 percent identified cultural advisors, kaumātua, or Pasifika leaders (Figure 8).

Figure 8. Respondents' rating on perspectives influencing decision-making when pressure is high in services (25 respondents)



These findings suggest participants perceived cultural perspectives have less influence on decision-making during periods of heightened pressure, highlighting opportunities to strengthen their visibility and influence within services.

"Needs to be accountability within services for ensuring that lived experience is included at all levels of development and decision-making."

“Leadership ‘by, for and with’ people with experience of restraint and seclusion.”

Embedding whānau-centred and mana-enhancing practice

Participants consistently highlighted the importance of connection, dignity, mana, and whānau engagement in supporting least restrictive practice. Discussions emphasised the importance of creating relational spaces where tāngata whai ora feel heard, valued, and respected. Participants described culturally grounded approaches, including listening, slowing down, involving whānau, using mana-enhancing language, and creating space for connection as important ways to strengthen safety and reduce escalation.

"Mana, dignity, relationships, and space for connections and talanoa."

"One of the things I love about cultural approaches is the slowing down. Urgency is stress."

Supporting leadership for practice change

Participants viewed leadership as an important enabler of least restrictive practice. Effective leadership was described as values-based, collaborative, and willing to challenge established practices and stigma. Respondents also identified leadership as important for influencing culture, supporting implementation of the framework, and modelling mana-enhancing approaches.

Intentions to use the framework further reinforced the importance of leadership. Participants described plans to use Te Mana Hononga to influence practice, mentor others, and support organisational change.

"Supporting and encouraging positive and relational leaders coming through and doing what I can to influence practice."

"Implementing this in my role and continuing to make this an overarching priority."

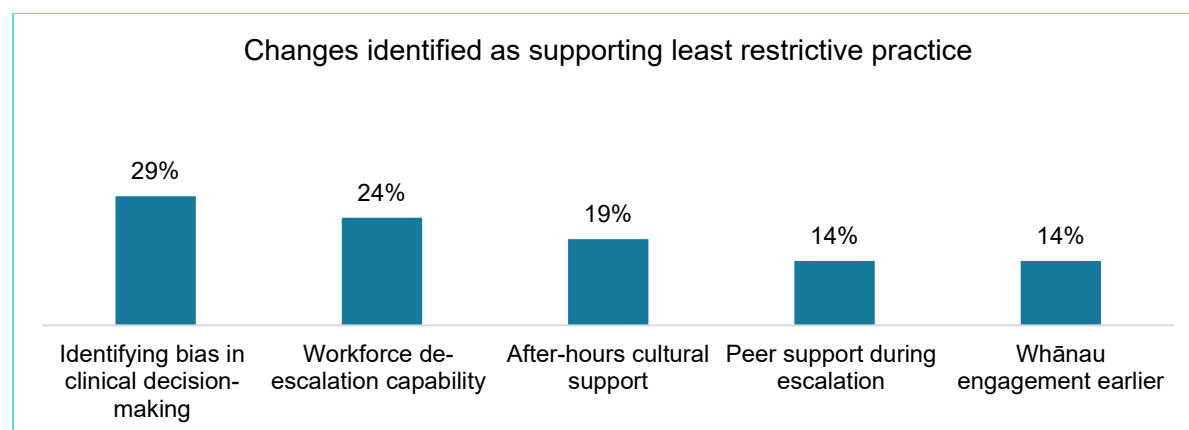
These findings are consistent with implementation evidence that identifies leadership as a critical enabler of practice change. Participants' comments suggest leaders influence not only whether the framework is adopted, but whether its principles become embedded in everyday decision-making.

Building workforce capability through reflection and learning

Participants highlighted reflective practice, debriefing, awareness of bias, and de-escalation skills as important workforce capabilities for supporting least restrictive practice. Discussions suggested that reducing restrictive practices is not solely about introducing new tools or processes, but also about creating opportunities for learning, reflection, and continuous improvement. Participants viewed Te Mana Hononga as a practical framework for supporting these activities and strengthening learning following restrictive practice events.

Poll findings reinforced these views. Participants identified bias in clinical decision-making (29 percent) and workforce de-escalation capability (24 percent) as the changes most likely to reduce restrictive practice, suggesting workforce capability and self-awareness are important areas for ongoing development (Figure 9).

Figure 9. Respondents' ratings of changes likely to reduce restrictive practice (21 respondents)



Participants described the importance of embedding learning into routine practice through reflective debriefing and service review processes.

“Ensure that debriefs and restraint reviews are framed in a learning focus.”

“A great tool for service areas to reflect and review restrictive practices they use, make changes and work toward restraint elimination.”

These findings suggest workforce development, reflective learning, and opportunities to examine personal and organisational biases may support the implementation of Te Mana Hononga and least restrictive practices.

Overall, the findings suggest implementation of Te Mana Hononga requires more than awareness and understanding of the framework alone. Participants consistently identified cultural and lived experience leadership, whānau-centred and mana-enhancing practice, leadership capability, and workforce development as interconnected conditions for successful implementation. Together, these findings indicate that embedding Te Mana Hononga will require organisational systems and leadership practices that actively support reflection, collaboration, cultural responsiveness, and meaningful participation in decision-making. The consistency of these themes across discussion and poll data suggests participants view sustainable reductions in restrictive practice as dependent on culture and capability change, rather than the introduction of a framework alone.

Limitations

Findings are based on self-reported perceptions and intentions from participants who chose to attend the webinar series and may already have had an interest in least restrictive practice. Attendance figures represent webinar participation rather than unique individuals,

as some participants attended multiple sessions. Chat discussion findings were drawn from across the webinar series, while some poll findings were collected from selected webinars. While the chat discussions provided rich insights, some participants may have felt less comfortable sharing their views or contributing in this format, which may have limited the range of perspectives captured. As Te Mana Hononga was newly released, the evaluation focuses on early implementation outcomes rather than changes in practice or reductions in restrictive practices.

Conclusion and recommendations

Findings indicate that the webinar series was an effective early implementation activity supporting awareness and uptake of Te Mana Hononga. High levels of understanding, perceived relevance, and intention to apply the framework suggest the webinars increased awareness of the framework and supported participant engagement with its principles and application. Participants identified a range of practical ways they intended to use the framework, indicating the webinars helped build readiness for implementation across diverse roles.

The evaluation also provides insight into the conditions participants believe are necessary to support implementation. Cultural and lived experience leadership, whānau-centred and mana-enhancing practice, leadership capability, and workforce development were consistently identified as key enablers. Together, these findings suggest that successful implementation will require more than promoting awareness of the framework. Participants highlighted the need to embed the principles of Te Mana Hononga within leadership, decision-making, workforce development, and service improvement activities if meaningful and sustained practice change is to occur.

While the findings demonstrate early engagement with Te Mana Hononga, they reflect awareness, understanding, and intended use rather than changes in practice or outcomes. As a result, the evaluation cannot determine whether implementation of the framework leads to sustained practice change or reductions in restrictive practices. Further evaluation is needed to understand how Te Mana Hononga is applied in practice and its impact on outcomes for tāngata whai ora and whānau.

Recommended future implementation activities:

- Continue implementation support activities that strengthen understanding and application of Te Mana Hononga across different roles and service settings.
- Provide opportunities for services to share examples of how Te Mana Hononga is being applied in practice and the challenges encountered during implementation.
- Support reflection and learning on the implementation factors identified by participants, including cultural and lived experience leadership, whānau-centred practice, leadership capability, and workforce development.
- Explore opportunities to strengthen the visibility and influence of cultural and lived experience perspectives in implementation activities and service development.

- Develop implementation resources and workforce development activities that support reflective practice, debriefing, bias awareness, and least restrictive practice approaches.
- Undertake follow-up evaluation to understand how Te Mana Hononga is being implemented in practice and whether implementation contributes to changes in practice and outcomes for tāngata whai ora and whānau.



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