

# **TANIA WOLFGRAMM**

**2015**

**Māori / Pacific / European  
Cultural Psychologist / Designer / Strategist / Evaluator**



---

## **Expertise and Experience**

Over the last fifteen years, I have undertaken and been involved in a broad range of research, evaluation, analysis and consultation involving local, regional and central government ministries and agencies, NGOs and not-for-profit groups, Pacific and Maori communities, and a broad range of organisations in Auckland, across the country and in the Pacific. I am a founding member of the Aotearoa New Zealand Evaluation Association and have held both the Maori and Pacific evaluation portfolios.

I have always actively supported, promoted and undertaken research and evaluation that leads to positive outcomes for all peoples engaged in the research process, often utilising my HAKAMANA System of Transformative Design, Development, and Evaluation – a unique approach to realizing the shared vision of stakeholders across multiple contexts. HAKAMANA has been applied to numerous programmes, initiatives, and projects across multiple sectors for more than a decade including in creative (Pou Kapua) technology (Maori Keyboard; Smart Path); health (Fanau Ola; Whanau Ora; Samoa NHS) and in a range of other projects. The focus of this work is:

- Developing creative and transformative solutions
- Promoting sustainable economic development
- Enhancing the health and wellbeing of our people
- Developing sustainable positive solutions and outcomes
- Implementing effective, efficient and strategic evaluation and monitoring systems
- Facilitating the creation of strategic alliances, associations and networks across and within communities at a local, regional, national and international level

Through my work I have come to recognise and understand the strengths of our peoples' cultures, ethics, values and philosophies and find ways that they can make distinctive and positive contributions to the economic, social, environmental and cultural development of our communities in Aotearoa New Zealand, the Pacific region and Island nations. Some of these projects current and past, which were developed and implemented using a range of evaluation methodologies and research techniques specific to particular organisations and cultures, include the following:

- Pacific Planner / Whānau Ora Systems Architect / Evaluator, Counties Manukau Health
  - Fanau Ola – Design, development, management of Pacific Fanau Ola Approach and Framework in Counties Manukau Health. This takes a whole of systems implementation approach across secondary, primary, and community care
  - Whānau Ora – Design / develop / implement Whanau Ora Services for Maori Health, with initial focus on hospital-based team (entry point in secondary, extending to primary and community care settings)
  - Alliance Health Plus PHO – Integrated Services agreement – integrating Fanau Ola health and wellbeing indicators
- Whānau Ora – Design, development, lobbying, action research, evaluation, and support for Whanau Ora approach and initiatives with Māori and Pacific organisations including National Hauora Coalition, K'aute Pasifika Trust, Toi Ora PHO, Te Puna PHO, Te Kohao Health; and government entities including Ministry of Health and Te Puni Kokiri, Ministy of Maori Development.
- Evaluation of Te Ira Tangata Suicide Prevention Programme – qualitative evaluation including discussions with Maori who had attempted suicide and Maori research clinicians who supported them through a kaupapa Maori model of care (*Department of Psychological Medicine, University of Auckland*).
- Analysis and evaluation of Māori Community Development Strategy - Te Whakamotuhaketanga Hapu. This involved several visits to various Māori communities, hapu, marae groups to discuss this strategy and implementation processes and practices. We found some excellent outcomes and benefits to many of these groups which provided useful information for local and central government decision making. (*With Pam Oliver & Assoc. for Local Government & Community Branch, Department of Internal Affairs*)
- Analysis and evaluation of the Social Entrepreneur Scheme. This evaluation required traveling to a number of Māori communities throughout the country, discussions, interviews and hui, analysis and reporting. Again there were many excellent outcomes for these communities. (*With Pam Oliver & Assoc. for Department of Internal Affairs*)
- Research on Māori “voluntary” work – “mahī aroha” - and cultural obligations. This research and consultation included many hui and interviews with Māori around the region and the country. Thousands of Māori are involved in such voluntary work – “mahī aroha” in social, culture, health, education, business - on a daily basis, contributing not only to their own wellbeing, but that of our nation. (*With Pam Oliver & Assoc. for Office for the Community and Voluntary Sector, Ministry of Social Development*)

- Evaluation of Alzheimers Auckland Services – evaluation involved interviewing several caregivers of people with Alzheimers (*With Pam Oliver & Assoc. for Alzheimers Auckland*)
- Evaluation of the Midwifery Complex Care Clinical Training – the evaluation is focused in 12 DHB regions and involves working with DHB personnel, including the CMDHB (CCCT) Programme (*With Pam Oliver & Assoc. for Ministry of Health, current*)
- Review evaluation of the HEHA Innovations Fund – included evaluating the capacity-building outcomes of 20 HEHA-funded programmes for community health workers working with Māori, Pacific and low income communities (*With Pam Oliver & Assoc. for Ministry of Health, 2008*)
- Evaluation of Mum 4 Mum Breastfeeding Support programme– included evaluating the capacity-building outcomes of the programme for community health workers, including DHB and PHO personnel, and others working with Māori, Pacific and low income communities (*With Pam Oliver & Assoc. for Hutt Valley District Health Board, 2009*)
- Evaluation of Youth Transition from Care Programmes. This involved interviews with young people who had been in CYFS care for a number of years and who at the age of 17 were transitioning to independence. (*With TNS for Department of Child, Youth and Family*)
- Evaluation and analysis of Te Rito, Young Mothers Support Groups / Domestic Violence Education Awareness Programme. This evaluation was to analyse a programme designed to assist young mothers into training and/or employment. Most of these young mothers were teenagers who had experienced domestic violence. Fortunately for the young mothers, their children and families, the programme was very successful. (*With Pam Oliver & Assoc. for Auckland Women's Centre*)
- Evaluation and analysis of Te Aronga Hou service for takataapui. The programme was to provide support to the transgender community (many of whom were involved in "street work") through targeted assistance - social, cultural, educational and training – to help them to find meaningful pathways of training and employment. The evaluation found that the service had some excellent outcomes. (*With Pam Oliver & Assoc. for Child, Youth and Family Service*)
- Analysis and design of the Code of ACC Claimants Rights. This involved the analysis of policy, design, consultation, research and facilitation of Māori and Pacific focus groups for the development of the Code of ACC Claimants Rights - approved and in force since 1 Feb 2003. Policy analysis and review of ACC Medical Misadventure procedures and practices. This included research and consultation with Māori and Pacific focus groups, and design of a number of recommendations. (*With TNS for Accident Compensation Corporation*)

- Development of a Māori Crime and Safety Framework for Auckland City. This research included a number of key stakeholder interviews, focus groups and stakeholder hui / meetings to work on the development of a robust and long-term framework for tackling critical issues in Auckland. (*With Pam Oliver & Assoc. for Safer Auckland City, Auckland City Council, NZ Police & Ngāti Whatua, 2004*)
- Analysis and evaluation of Counties Manukau Crime Prevention Projects - Te Arai Taihara. This project involved a number of interviews and focus groups, visits to service provider sites, marae and schools, Police, and other local, regional and central government agencies. (*With Pam Oliver & Assoc. for Crime Prevention Unit, Ministry of Justice*)

### ***International Projects***

- Samoa Institutional Linkage Programme (design / develop / implement Monitoring & Evaluation Framework for Samoa National Health Services)
- Fiji – INFANTS Neonatal Education Development Programme
- In Country Director for Global Entrepreneurship Monitor, GEM Tonga 2009 (1200 household survey across Tonga)
- In Country Director for Kaha'uTonga International 2009 (3000 household survey across Tonga)

### ***Specialised training and in tertiary education (NZ and International)***

- Fanau Ola / Whanau Ora, Waikato; Counties Manukau
  - HAKAMANA of Fanau Ola / Whanau Ora in secondary and primary care
- National Science Foundation / Native American Academy (USA – Washington; California; Albuquerque)
  - Various workshops in the US focusing on native science / technology and intersections with western science / technology
- Bioneers Conference, San Francisco
  - Workshop Leader, Pacific / Maori / Indigenous issues of sustainability
- Ministry of Maori Development
  - Evaluation capacity building with staff and contracted providers
- Aotearoa New Zealand Evaluation Association Symposia
  - Hui / Fono Convenor and Presenter, “Being Māori/Pacific; evaluation with, within and across Māori/Pacific”
- University of Auckland
  - Lecturer, Cultural Psychology Stage I
  - The Psychology of Oppression & Issues in Māori Mental Health
  - Guest Lecturer, Māori Entrepreneurship, Post Graduate Diploma of Business
  - Guest Lecturer, Māori Development and Enterprise (BCom)
- Auckland University of Technology
  - Guest Lecturer, Culture and Psychology
- University of Waikato
  - Guest Lecturer, Health Policy Studies
- University of New Mexico

- Guest Lecturer, Creating computer technologies to revive and maintain Indigenous language
  - Guest Lecturer, Creating traditional and contemporary taonga / treasures for the expression and communication of Indigenous identity.
- Australasian Evaluation Society Conference
  - Symposium Speaker, Pharisees, Scribes, or Good Samaritans. Who are we as evaluators?
  - Workshop Leader, Formulating evaluation plans for Maori service providers using a collaborative approach.
  - Workshop Leader, Evaluation in partnership with Pacific peoples.
- Australasian Society for Trauma and Stress Studies Conference
  - Workshop Trainer, Cultural Trauma in Aotearoa New Zealand
- New Zealand Psychological Society Conference
  - Symposium Leader, Pacific Peoples and Psychology
  - Workshop Trainer, Cultural Issues in Aotearoa New Zealand
- Conduct workshops and seminars of the Treaty of Waitangi, including the assessment and treatment of Māori and Pacific persons across a variety of health settings

### **Demonstrating Leadership in Action**

I believe that an internalised understanding of, together with the externalised ability to express, tino rangatiratanga / sovereignty is essential for the wellbeing and advancement of people and their communities. I was gifted with a strong sense of rangatiranga and have continued to express this in many ways, particularly through:

- **Intellectual, academic and philosophical leadership** – co-creating and developing new knowledge
- **Ethical leadership** – according mana to ancestral, spiritual and cultural facets of Māori and Pacific social engagement; reflexively reorienting and reinforcing our individual and collective sense of cultural, social and spiritual identity. Expressing:
  - Aroha ki te tangata (respect for people)
  - Manaaki ki te tangata (sharing and hosting people, being generous)
- **Strategic leadership** – visioning and realising the need to move our region and nation forward
- **Business leadership** – assisting with the economic transformation of our peoples
- **Social leadership** – facilitating, mediating and advancing societal wellbeing
- **Māori leadership** – developing and maximising iwi, hapu, marae, whanau leadership
- **Symbolic leadership** – helping our region to lead through symbols – through iconic structures that integrate our diverse cultures and reflect the collective yet unique identity of our region and our nation.

**Tania Wolfgramm**  
HAKAMANA Founding Director  
[tania.wolfgramm@gmail.com](mailto:tania.wolfgramm@gmail.com)  
+64 21 798 458