



# HEALTHY HOSPO

## 2025 WRAP UP!



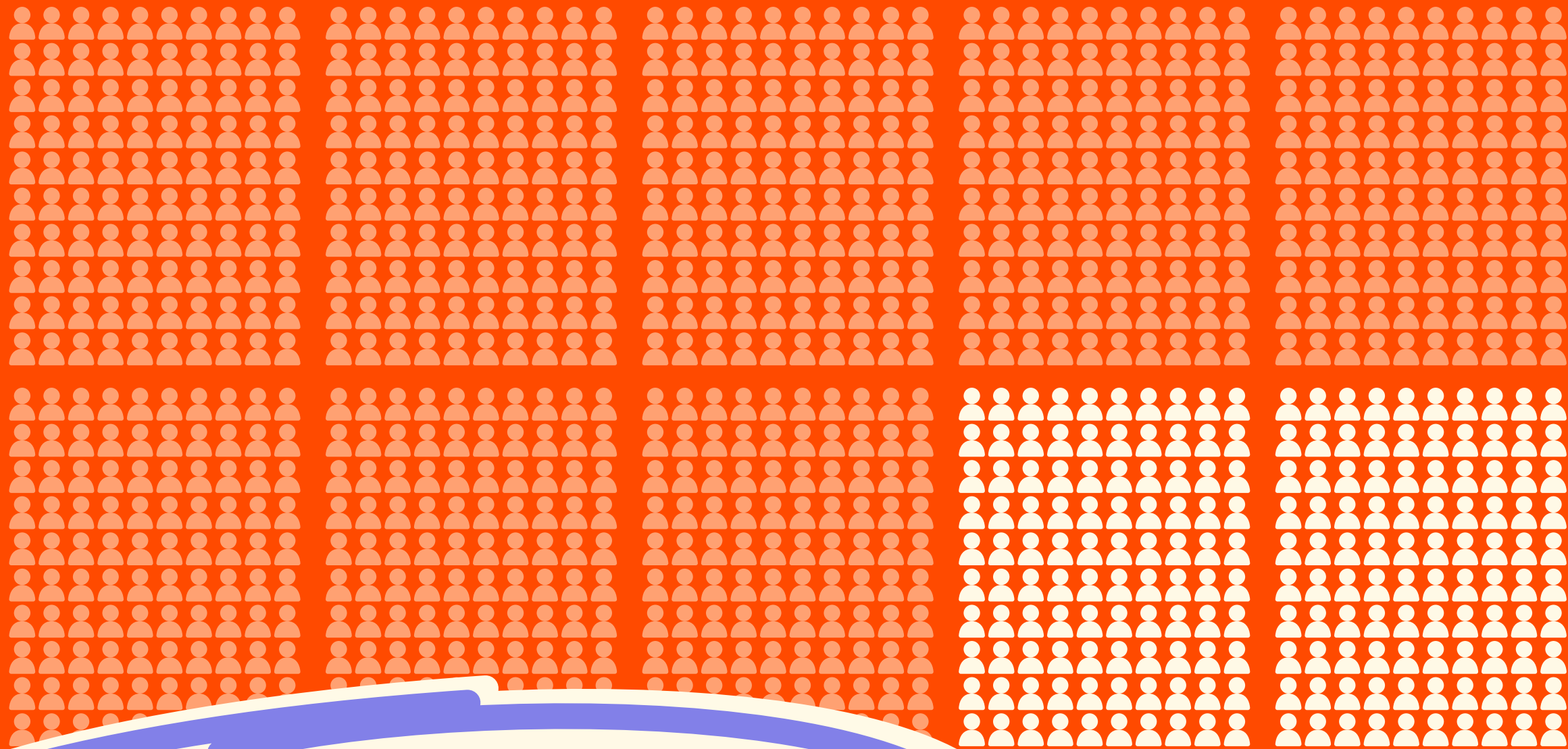
**LION**

Proudly Funded By Lion

Here to create a  
happier, healthier  
hospitality industry.



WE BROKE OUR RECORD!  
WITH **1125** ATTENDEES THIS YEAR



OVER 4,000 HOSPO  
SUPPORTED SINCE  
LAUNCH!

We ran  
**52**

workshops and events



PRESENTED IN  
10 LOCATIONS &  
**3 NEW** LOCATIONS

- Auckland
- Wellington
- Christchurch
- Hamilton
- Queenstown
- Coromandel
- Dunedin
- Martinborough
- Palmerston North
- Rotorua





# WHAT ARE OUR WORKSHOPS ABOUT?



## LEADERSHIP

Inspire and empower your team.



## MENTAL FITNESS

Prioritize mental health and well-being.



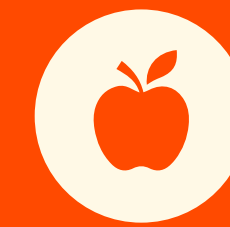
## CONNECTION

Connection to self, others and our community.



## EXERCISE

Strengthen your body and mind.



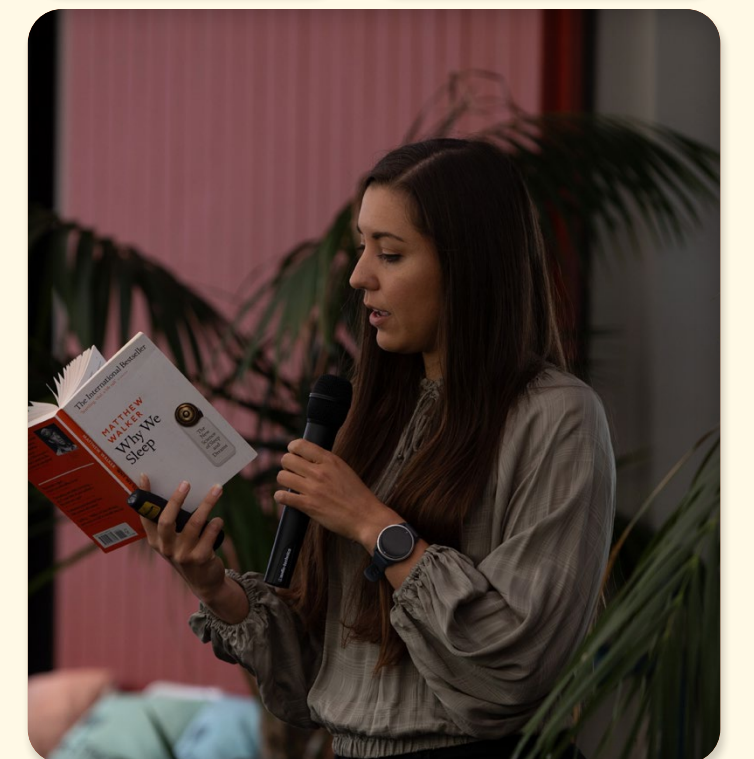
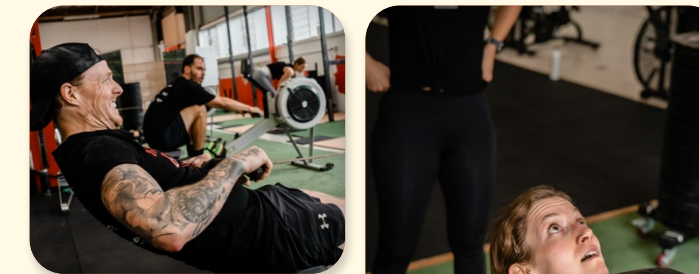
## NUTRITION

Nourish your body and mind.



## SLEEP

Sleep better, live better.





Taking proper sleep, planning my day in advance, making notes, not shutting down myself but communicate.

Using the skills to help calm my mind like the breathe work.

I'm definitely going to make this breathing exercise a habit — it already feels like such a simple yet powerful way to reset my mind and calm my stress. I can see myself using it every day.

Using the tool that I have learnt, I would like to think about my career and future.

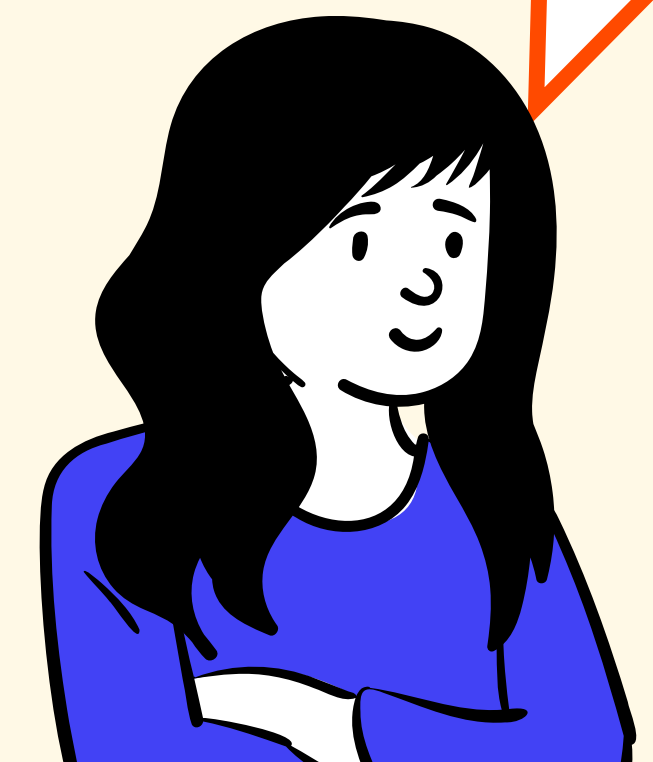
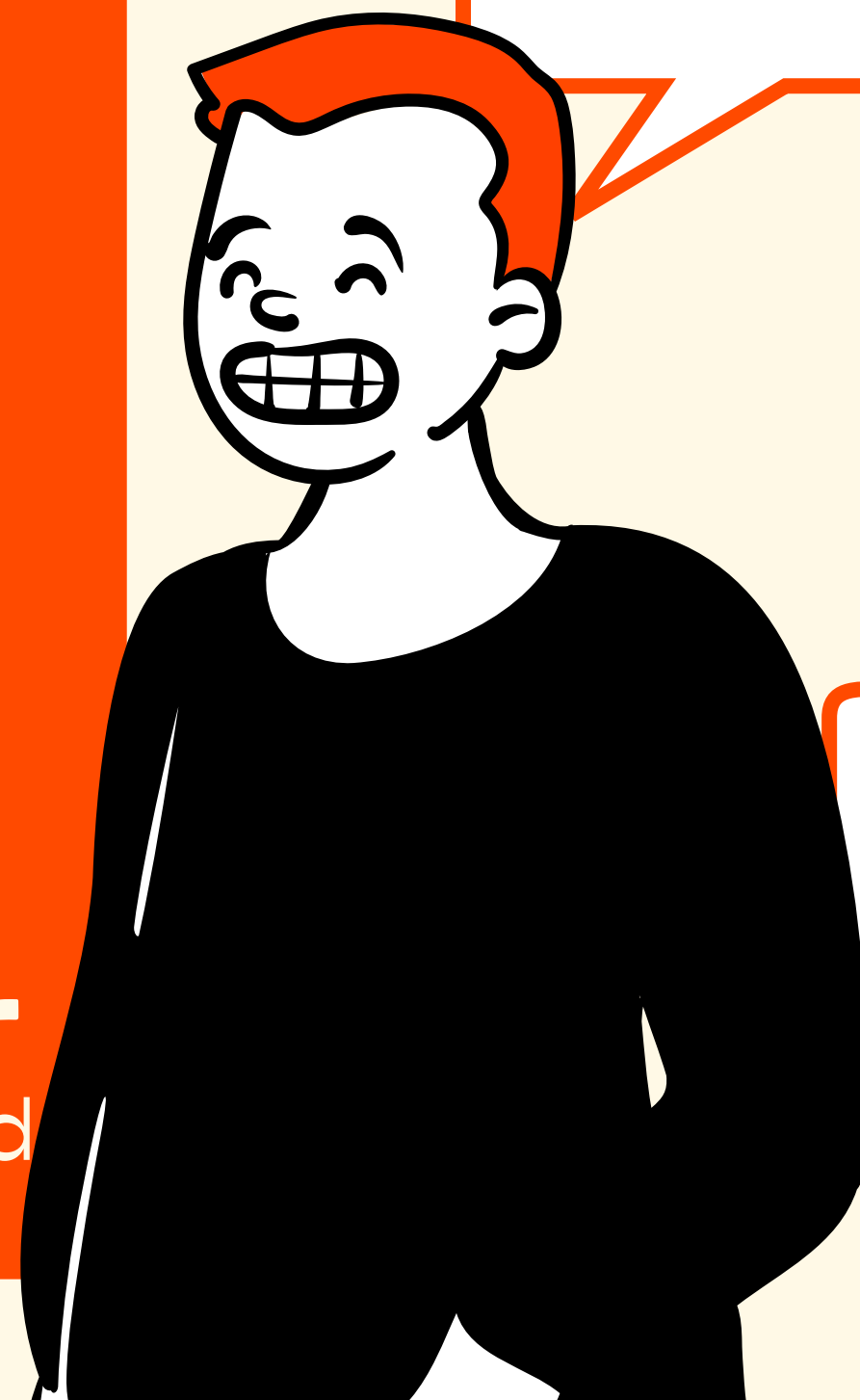
I am a chronic over thinker so using the circle of control to ask myself the “is this within my control” question.

92%

of attendees reported  
**DESIRE TO  
CHANGE HABITS**  
as a result of attending

98%

of attendees  
**FOUND OUR  
WORKSHOPS USEFUL**  
205 attendees surveyed





2 OVERNIGHT RETREATS

One in Coromandel,  
one in Central Otago.



CONFERENCE PRESENCE

Hospitality NZ Trade Stand  
& Lion Sales Summit.



11 EDMS SENT

11 EDMs sent in 2025, thanks to a new team member jumping into our core Healthy Hospo team, allowing us to have more frequent engagement with our database.



Proudly Funded By Lion



@healthyhosponz



HEALTHY  
HOSPO

A happier, healthier, more sustainable hospitality industry



Tēnā koutou, hospo friends,

Winters in full swing and just like a packed Saturday night shift, there's no slowing down! Shout out to everyone who attended our inaugural Hospo Golf Day in Auckland. The day was such a success, we might just have to turn it into a nationwide tour event...



So what's up next?

**Critical Mental Health Conversations for Hospo: Lunch and Pilot Workshop - LAST CHANCE TO SIGN UP!**

Christchurch, Tuesday August 5th

PRINT ARTICLES

In 2025, Healthy Hospo featured in two Print Magazine Article Features in the 'Mise Trade Magazine' thanks to Service Foods.





# A YEAR OF COLLABORATION



## PARTNERED WITH PEGASUS HEALTH

In 2025, we partnered with healthcare organisation, Pegasus Health, to collaborate on a workshop aimed at supporting hospitality managers and senior staff to understand how to navigate critical mental health conversations with their teams.

This was in response to community requests on how hospitality workers could better equip themselves to handle serious mental health conversations. A workshop was trialled with the Christchurch community on August 5th.

We will continue to collaborate with Pegasus Health in 2026, to see how we might be able to share this workshop with more of the industry in 2026.



## HOSPITALITY NZ PARTNERSHIP

2025 marked a landmark year for Healthy Hospo, with the launch of our first national partnership with Hospitality New Zealand (HNZ).

This additional funding and support enabled the Healthy Hospo team to deliver 2x overnight retreats to the hospitality industry – aimed at helping emerging leaders better understand the importance of looking after well-being, and the role they play in shifting the industry culture.

We were also able to collaborate on over 20 workshops available to communities all across New Zealand, thanks to the partnership – helping us expand our reach this year.



### The holiday rush is real, and so is burnout

The Christmas and New Year season is one of the busiest times for hospitality workers. Long shifts, high pressure, and little time to rest can take a serious toll on your mental health.

That's where [Healthy Hospo NZ](#) comes in. Our mission is to support the wellbeing of people in hospo: just like you. We offer [funded, practical workshops](#) on stress management, mental health, leadership, and more.

### Our latest workshops are almost here!

Take a moment to recharge before the holiday rush. These free sessions are designed to help you reset and feel ready for peak season. **Spaces are limited: secure your spot today!**

## LION NZ CUSTOMER COMMS INTEGRATION

In Q4 of 2025, we were able to integrate with the Lion customer comms team, to help grow awareness of the workshop and events. We expect that in future, this will allow our workshops to reach more people and create greater impact across Aotearoa.



# SOCIAL MEDIA HIGHLIGHTS

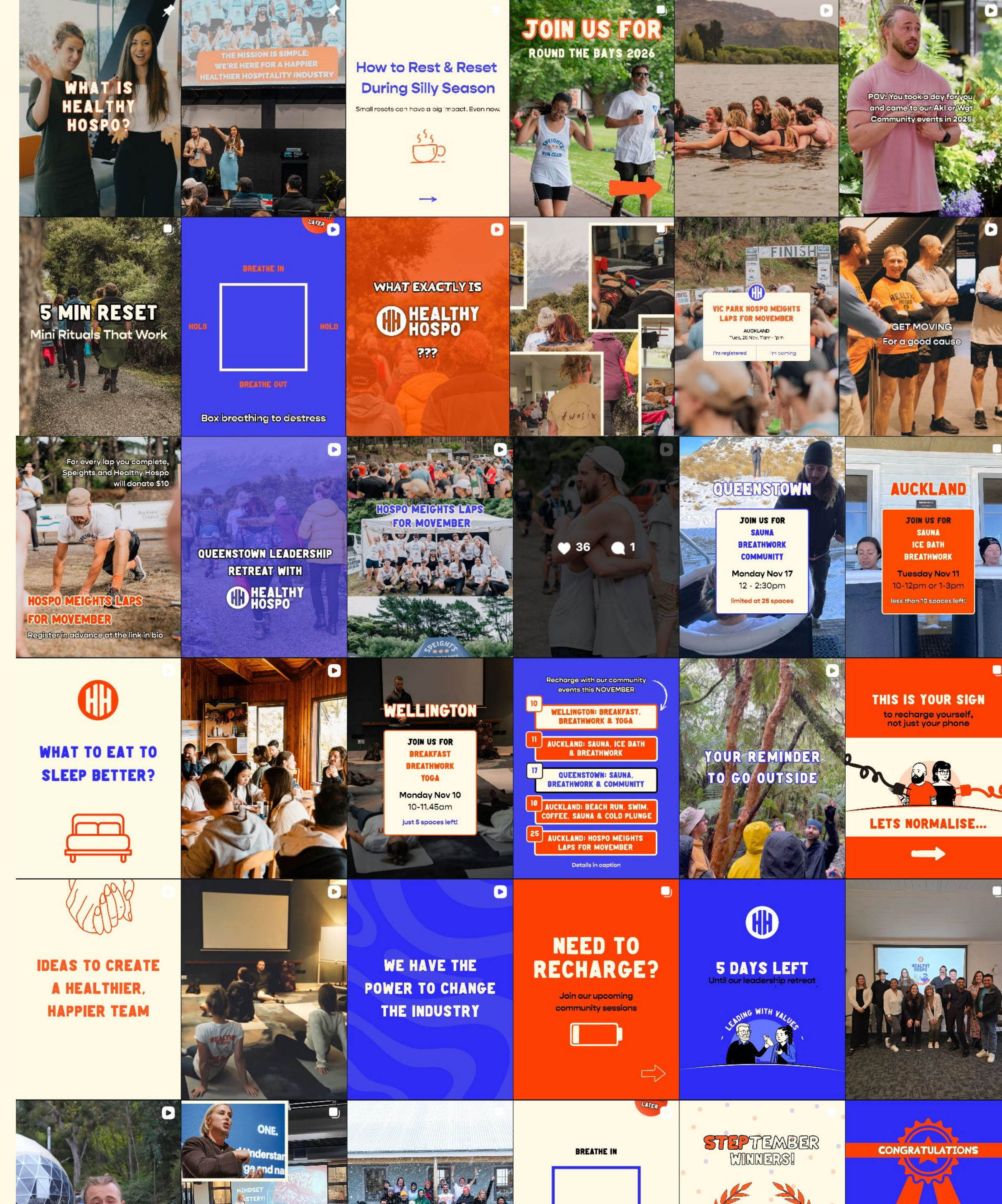
Super steady and consistent follower growth. +20% + 254 followers

Audience is 40% Auckland, 10% Christchurch

149.44K total views this year, up +315%

Strong engagement in June with Wellbeing Bundle Giveaway

Strong engagement with online September challenge





# SEPTEMBER

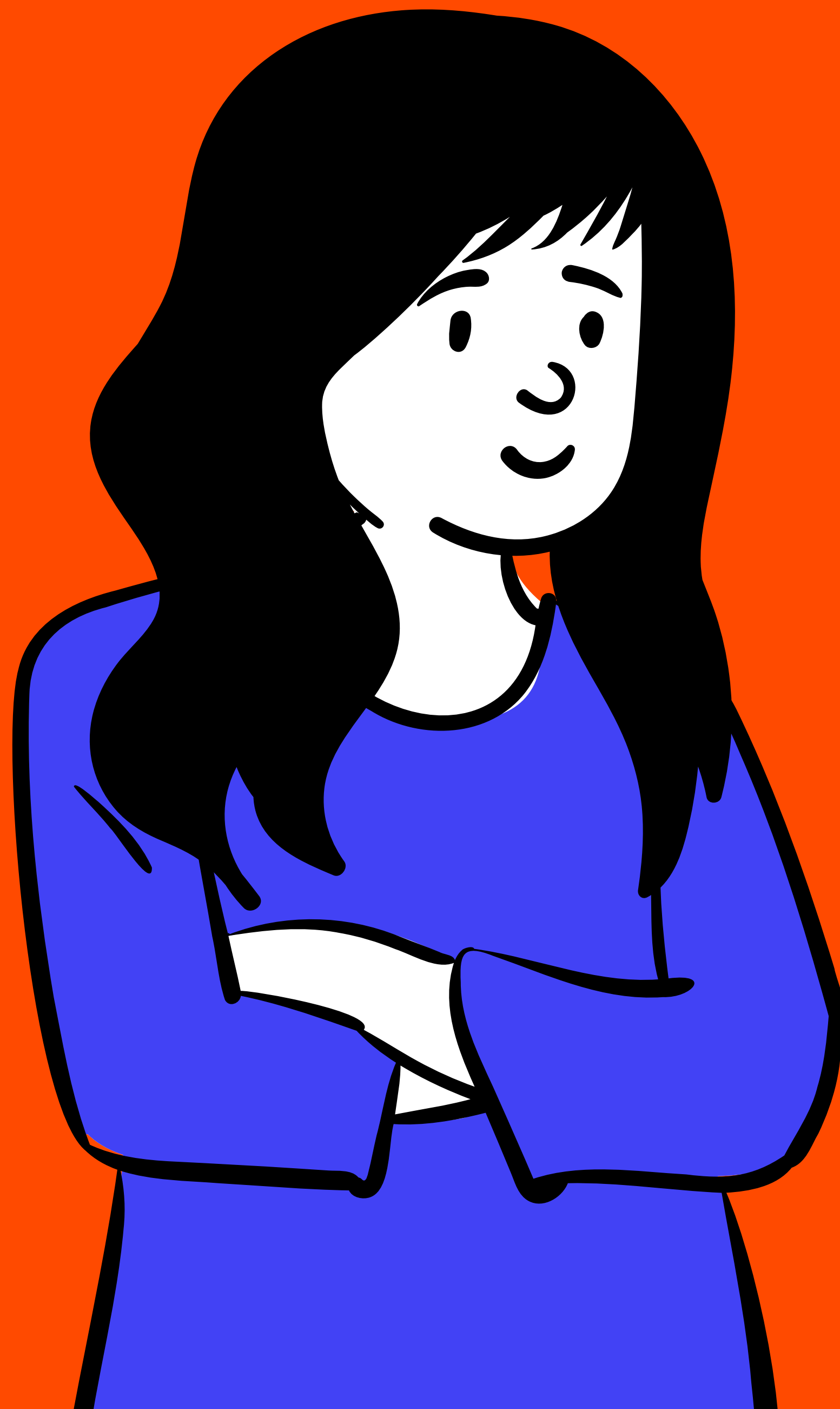
Innovation was another hallmark of 2025. Healthy Hospo launched its first-ever nationwide online September challenge, engaging nearly 100 hospitality workers in a month-long step competition.

Participation exceeded expectations, with some individuals recording close to 60,000 steps per day, effectively walking the length of the North Island.

Additional online wellbeing competitions further expanded our reach and engagement across the industry.







**FEEDBACK FROM  
THE INDUSTRY!**



# HANNAH STACK

## FOUNDATION SKILLS/HOSPITALITY TUTOR AT NZMA CHRISTCHURCH

### Student Impact

I have seen my students benefit greatly from participating in the Healthy Hospo workshops. These sessions encouraged healthy and honest conversations for students who, for the most part, come from very tough backgrounds and live with complex personal challenges. The workshops created a safe space where students felt comfortable engaging and being heard.

Since attending, I have noticed positive changes in students' confidence, attitudes, and overall wellbeing. Students were more open in sharing personal experiences around grief, loss, and mental health struggles. One student even expressed a desire to start journaling as a way to reflect on his thoughts and emotions and was gifted a journal to begin that process. Students have also shown increased awareness of their actions and reactions when under stress in hospitality environments.

The skills and insights gained will be highly valuable as they enter the hospitality industry. Students developed a stronger understanding of how to manage their reactions during stressful situations and how to communicate positively with both peers and management in the workplace.

The workshops strongly complement classroom learning. Many NZMA students have not fit into traditional high school settings and often face challenges such as neurodiversity, hunger, homelessness, difficult home lives, abuse, neglect, or bullying. Mental health is a significant factor for many

of them, in different ways and at different levels. Having Healthy Hospo showed genuine interest in visiting and supporting these students made them feel valued and part of the wider hospitality community. It also reinforced that hospitality is a career that is taken seriously and that wellbeing matters within the industry.

Students shared positive feedback about feeling supported, understood, and reassured that their struggles are valid and shared by others in the industry.

### Programme Impact

From my perspective as an educator, a programme like Healthy Hospo makes a meaningful difference to the next generation of hospitality professionals. Hospitality can be a challenging, high-pressure, and unpredictable industry, often viewed as unhealthy due to long hours, erratic schedules, and stress. Healthy Hospo helps shift that narrative by showing students that the industry is evolving into a more supportive environment where mental health is recognised and prioritised.

I would absolutely recommend these workshops to other hospitality businesses and training institutions. From a training academy standpoint, it is an invaluable opportunity to prepare students not just for the job, but for the realities of the industry in a healthy and sustainable way.

### Personal Reflection

What stood out most was how relatable and genuine the speakers were. They thoughtfully recreated and adapted their workshop specifically for our students,

considering their needs and finding ways to engage them both physically and mentally. Their approach was selfless, authentic, and deeply relatable.

Healthy Hospo is a programme that humanises the hospitality industry. It supports mental wellbeing, builds resilience, and shows young people that they belong in hospitality and can succeed with the right support around them.





# SARTHAK BINJU

OPERATIONS MANAGER AT PAREHUA RESORT



I just wanted to extend a heartfelt thank you for the two amazing workshops presented by Kelly. It was a truly lovely two days — enriching, engaging, and deeply meaningful for our team. This was the first time we've ever organised such workshops at our workplace, and I'm so glad we chose Communication and Leading with Values as the focus areas. The sessions were thoughtfully delivered and brought immense value to everyone involved.

Kelly [was] absolutely amazing — warm, insightful, and deeply engaging. Thank you once again for your support and for making this possible.





Loved the experience — huge shout out to Josh!  
Might be cool to advertise it beyond hospitality  
folks — new parents, corporate teams, and  
heaps of others could really benefit too!

More of this would be great!

I think what Healthy Hospo is doing is truly god's work. Having this open and safe space to connect and recharge is so important for all of our mental health. I'd love to see even more activities or meet-ups maybe something like a monthly book club that could rotate between different bars hosted by different attendees. When someone pours their heart and soul into a project the way the Healthy Hospo team does, I honestly don't think there are any improvements needed. Everything is delivered with so much love and passion. So thank you truly from the bottom of my heart. I love and appreciate you all. You're the real MVPs.



The Healthy Hospo team  
are doing an excellent job!

Lori, and Kelly were excellent leaders  
and did an amazing job making our  
group feel safe, and listened to, they  
spent a lot of time with each of us to  
help with our individual concerns and  
with all of us during group activities  
that I think made everyone feel very  
comfortable.

Every course has been  
amazing so far so thank you!

I'd just like to share that Sarah was  
exceptional. So insightful and held my  
attention for the whole workshop. Her  
vulnerability at the start of the session was  
very inspiring - her experience is something  
that I am scared to deal with one day. I will  
look back to this workshop and pull from her  
experience and healing journey. Thank you.

This should be mandatory  
in schools and workplaces.





Thank you for all your support,  
from the Healthy Hospo Team.



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