

It Takes a Village to Raise a Bike Network

4 lessons from the
Wellington experience

Claire Pascoe

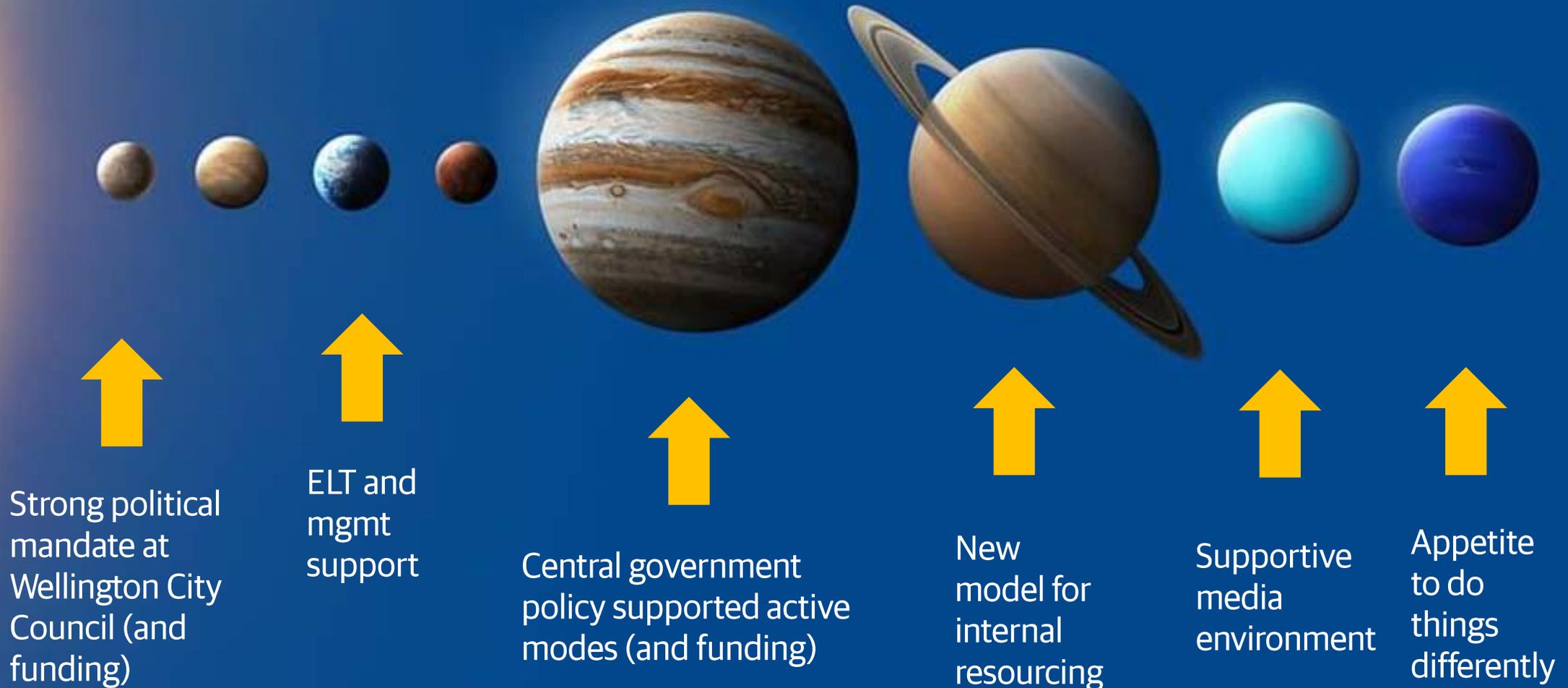
Wellington City Council
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TPA, December 2025







The bike infrastructure solar system

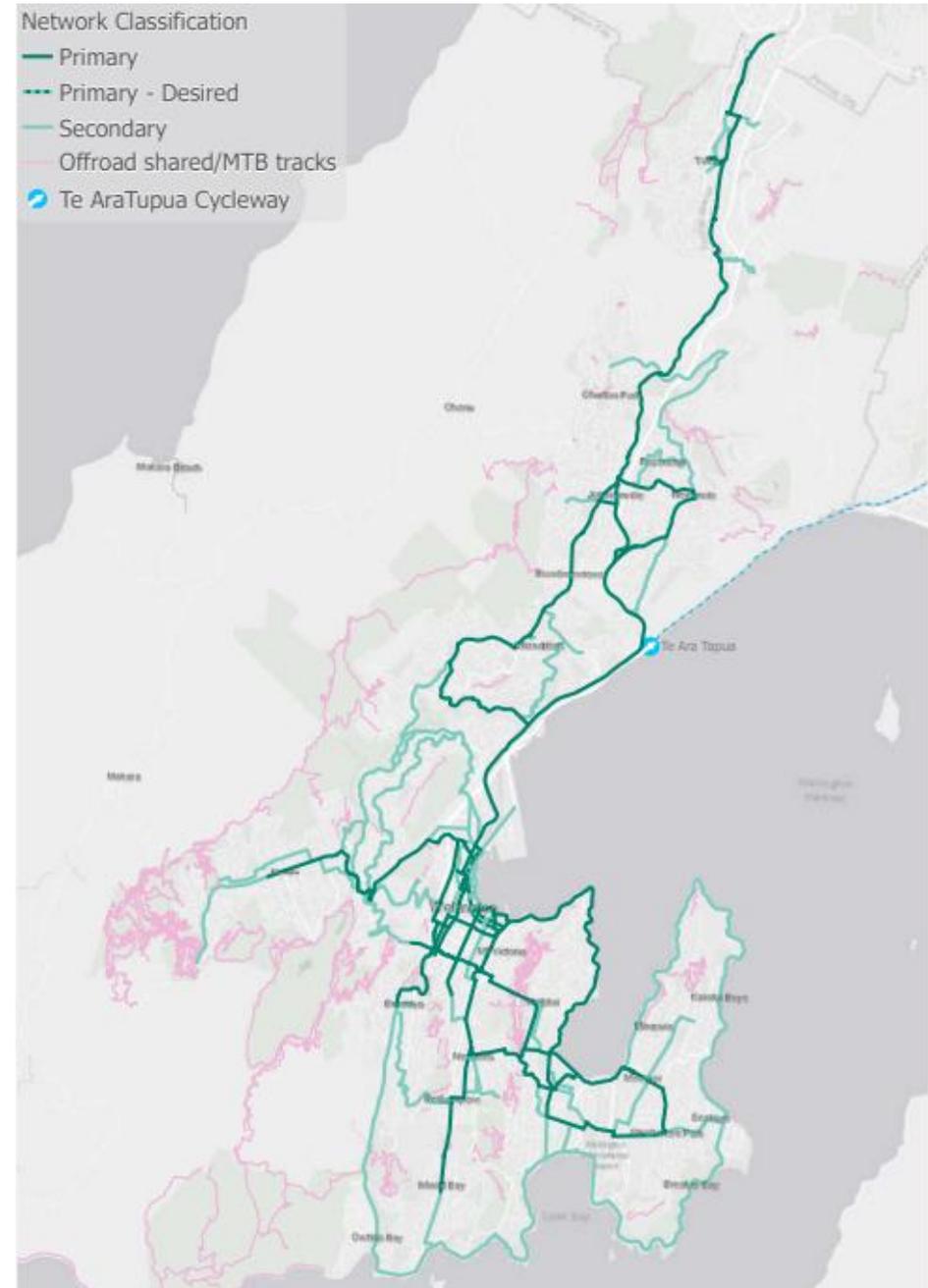




The Network



<https://www.transportprojects.org.nz/current/bikenetwork/>



The Street Change

Citywide engagement



- Bike network plan with identified streets
- Strategic network-wide traffic resolution
- Parking policy outlines street space priority

Learning 1:
Lock in the network
so you can move
the conversation
along at pace

Street transformations



- Long-term changes using more permanent materials
- Increase the benefits and transport choice
- Community engagement builds off the transitional improvements



Defining Our Challenge



Do you have a technical problem?

Technical problems

Easy to identify and define problem

Technical solutions

Implementation often quick and easy - clear

Requires change in one or a few isolated places

Requires expertise

Heifetz and Linksy, 2002



Do you have an adaptive challenge?

Adaptive challenges

Difficult to identify or define

Can require changes in values, belief, roles, relationships and approaches to work

Community solutions, consultations, multi-disciplinary

Solutions often experimental, discoveries, can take a long time to implement

Requires sustained leadership



The Emotional Journey of Creating Anything

Learning 2:
Prepare yourself
and others for the
reality of the
challenge and
recruit wisely

This is the best
idea ever!

This will be fun

This will be harder
than I thought

This is going to be a lot of

This sucks I have
no idea what I'm doing

Things I am
most proud of

Family + humour

Wow

Hey...

n...

day and
something



Opening A Trust Fund

Change threatens trust, but you can build trust.

["Trust, trustworthiness, and trust propensity: A meta-analytic test of their unique relationships with risk-taking and job performance."](#) Journal of Applied Psychology 92.4 (2007): 909-27. Web. .

Consistency
Reliability
Fairness
(Important for leaders)

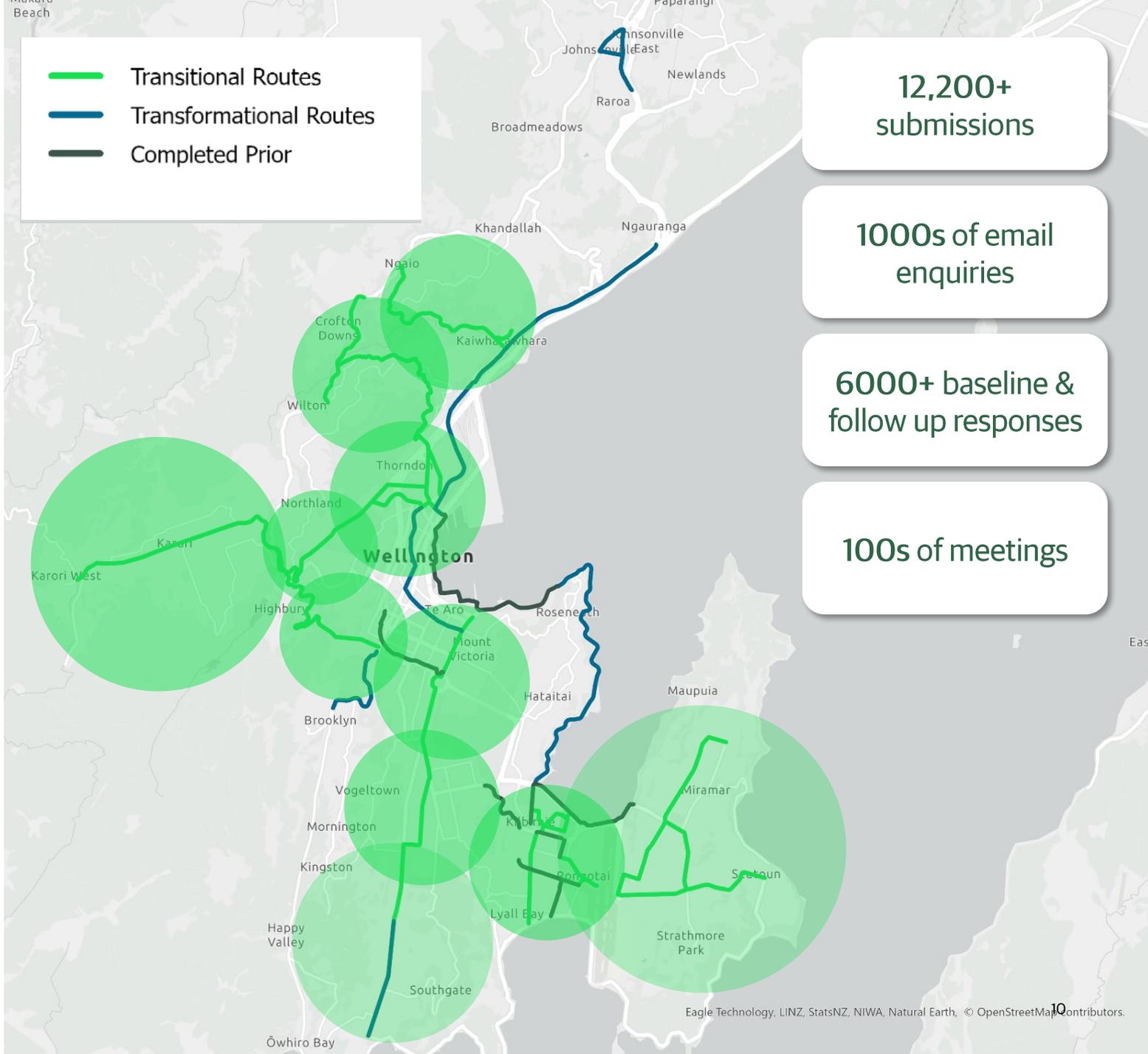


Competencies
Skills
Technical knowledge

Caring
Openness
Loyalty

A City-Wide Conversation

- ▶ Community influence over street design projects is usually limited
- ▶ Managing large amounts of information from design team and the community at pace
- ▶ Creating a line of sight from feedback to design change



12,200+
submissions

1000s of email
enquiries

6000+ baseline &
follow up responses

100s of meetings

Sites of significance
Mana whenua pa

Learning 3:
Make trust and
empathy guiding
principles.
WWJD?

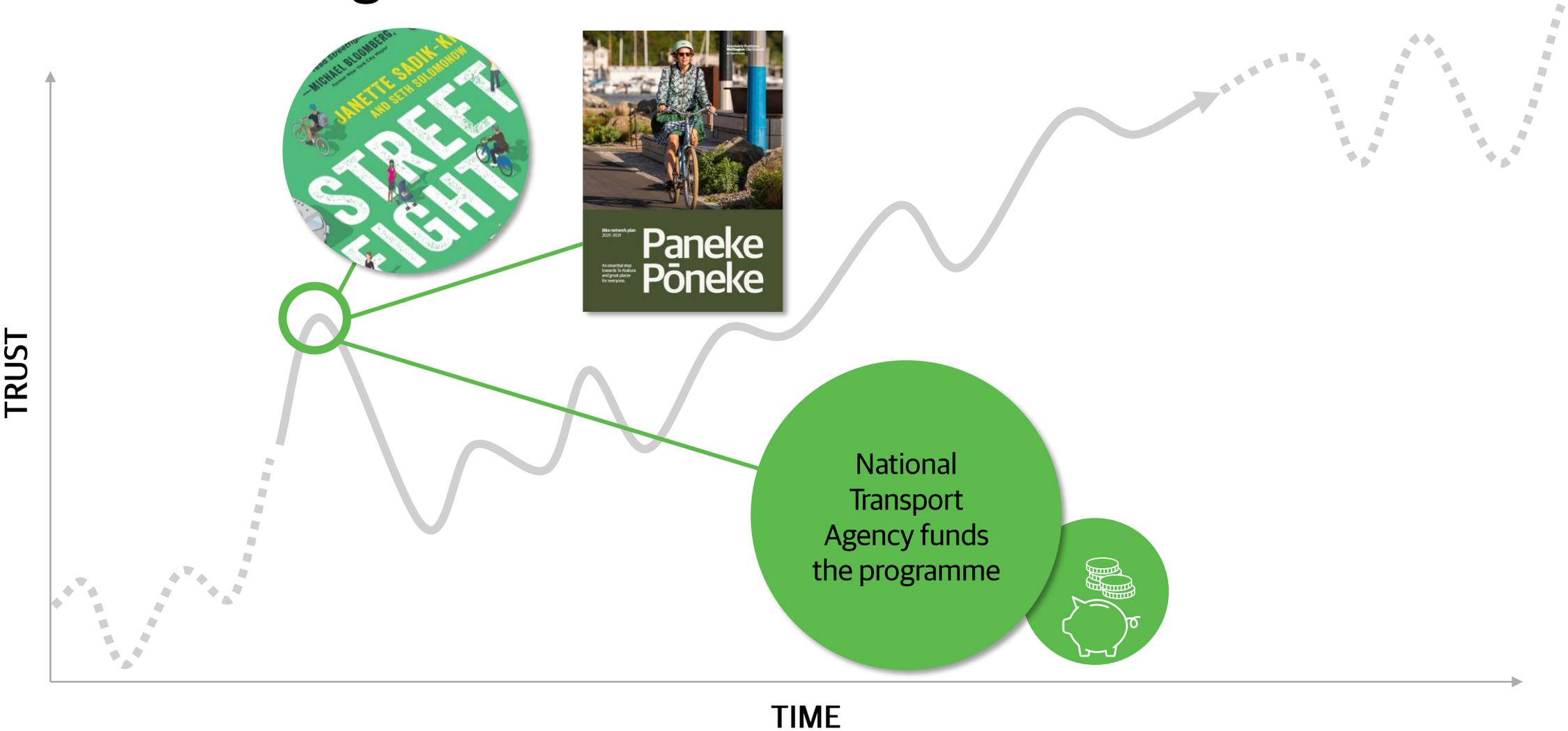


Kaiota by Ariki Brightwell



Trust Account Performance

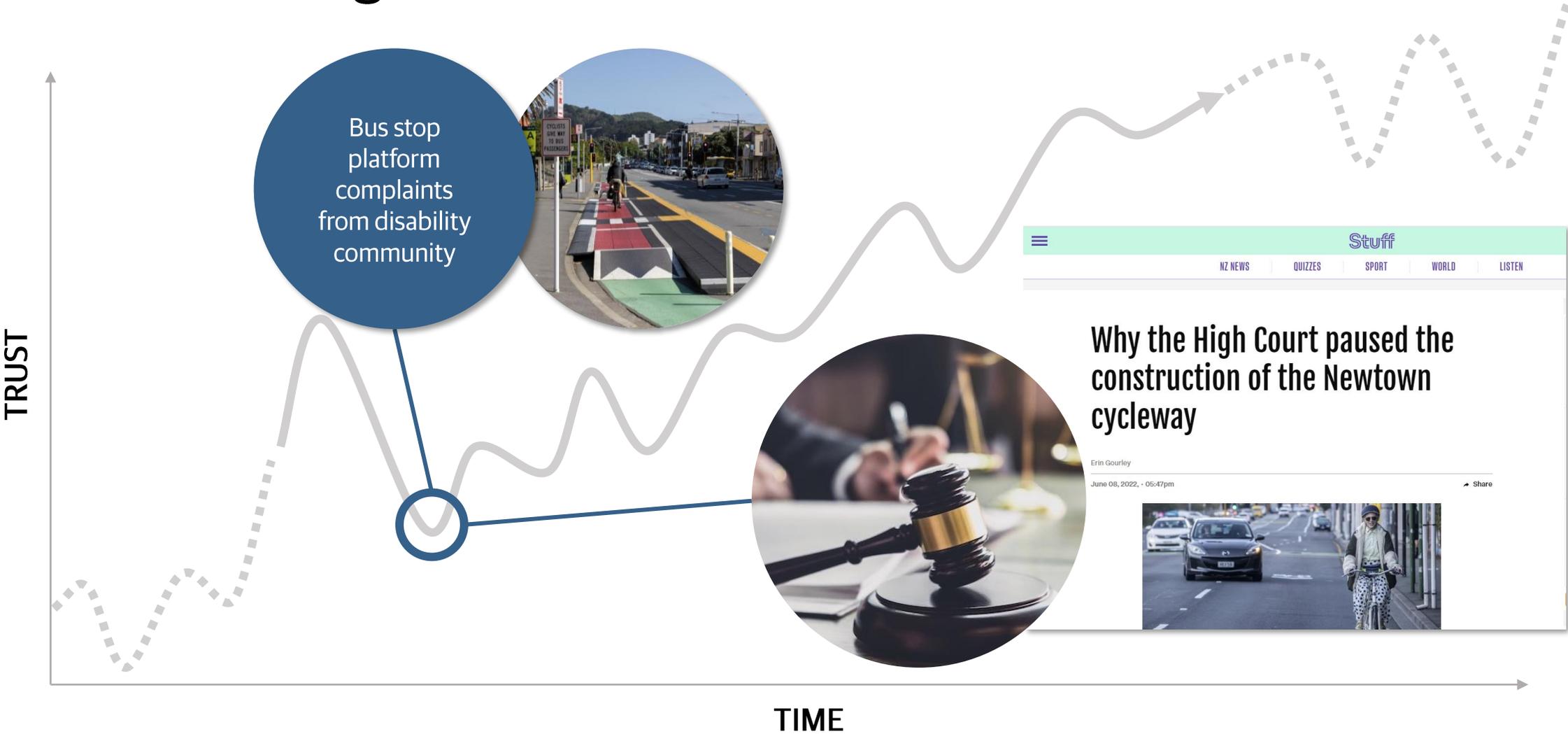
How did we go?





Trust Account Performance

How did we go?



Bus stop platform complaints from disability community



Stuff

NZ NEWS QUIZZES SPORT WORLD LISTEN

Why the High Court paused the construction of the Newtown cycleway

Erin Gourley

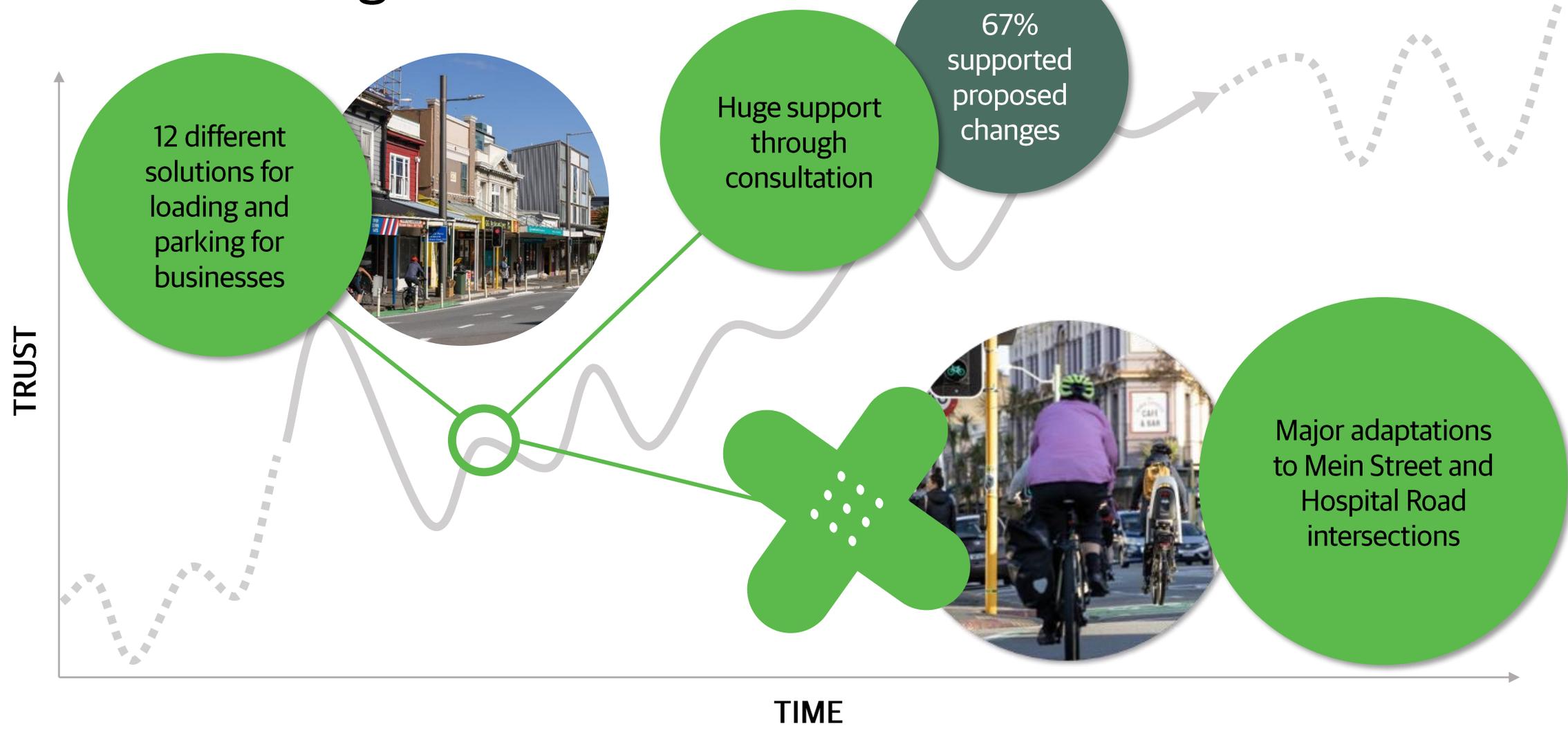
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Trust Account Performance

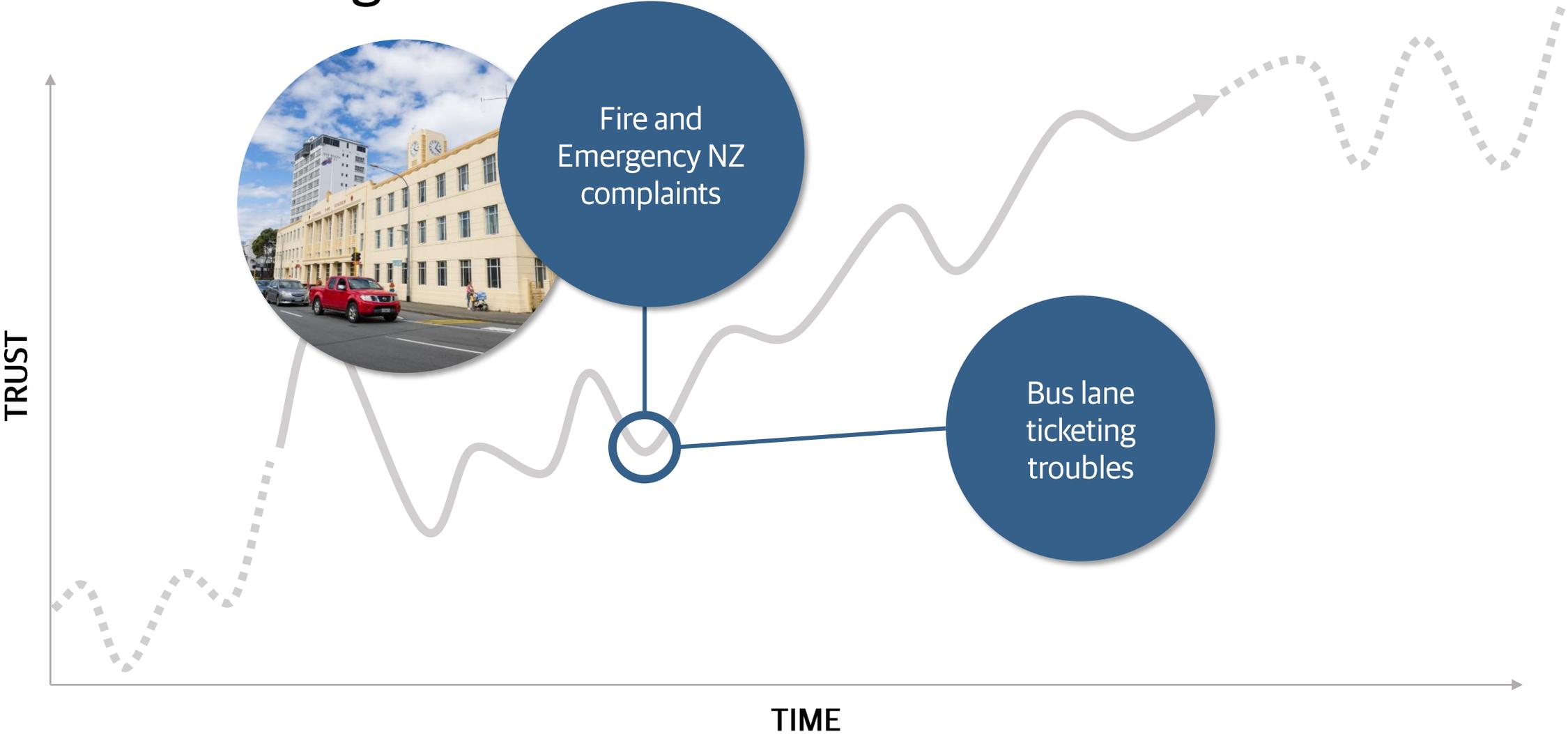
How did we go?





Trust Account Performance

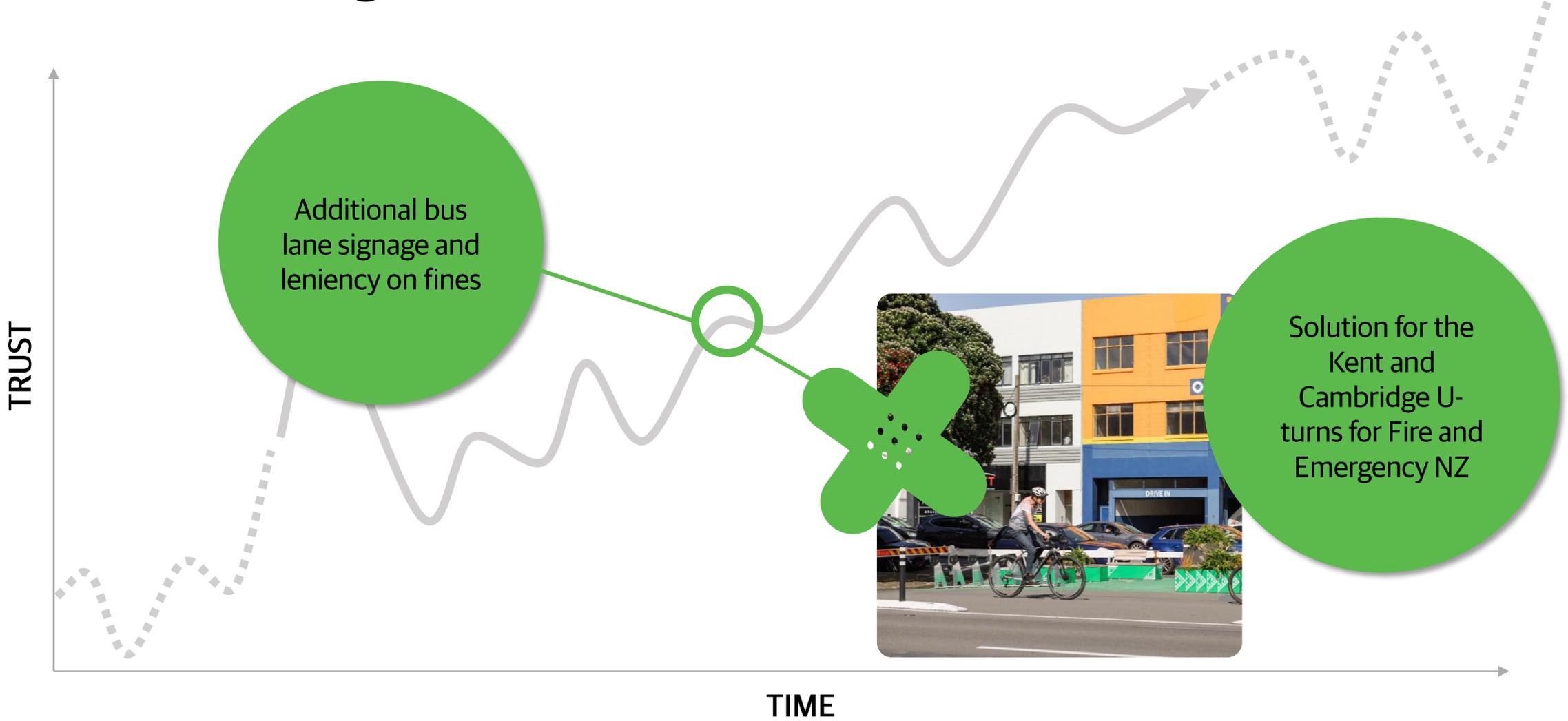
How did we go?





Trust Account Performance

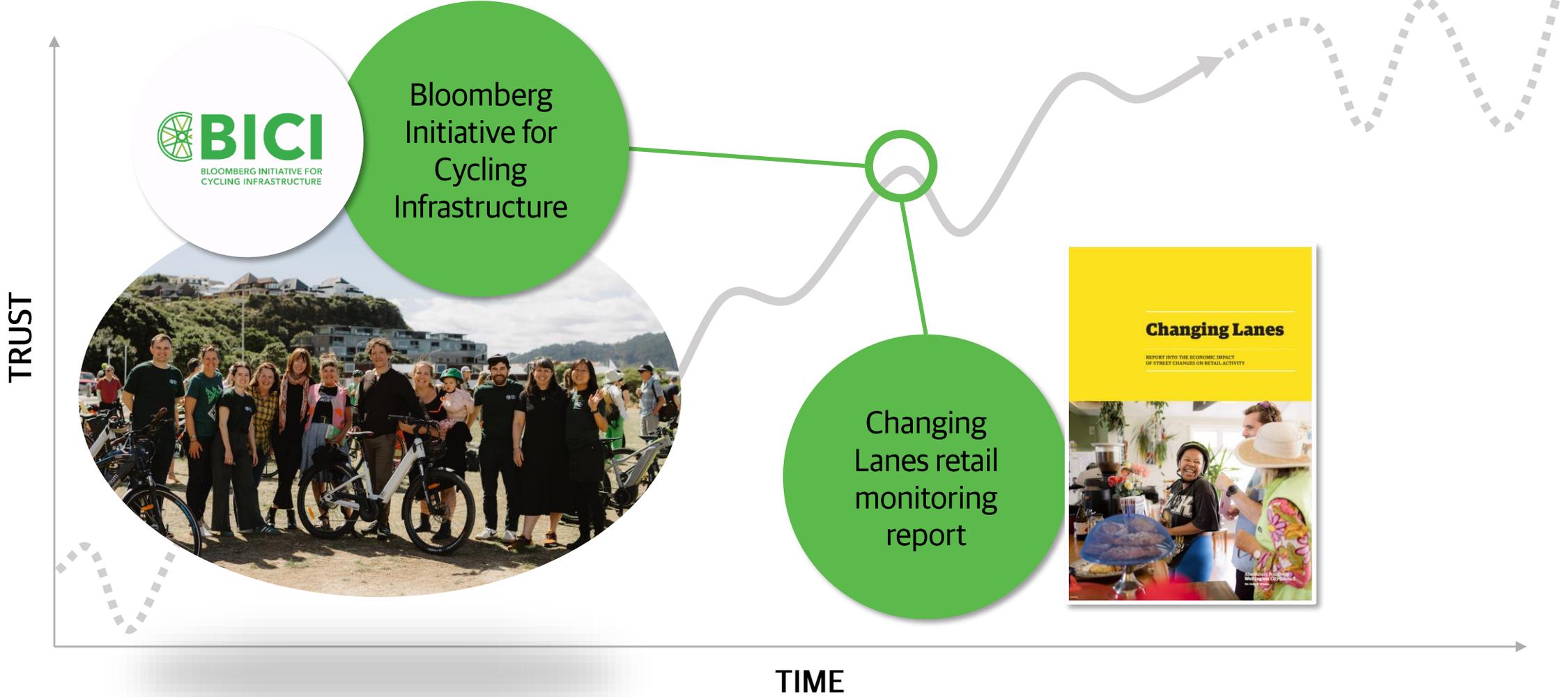
How did we go?





Trust Account Performance

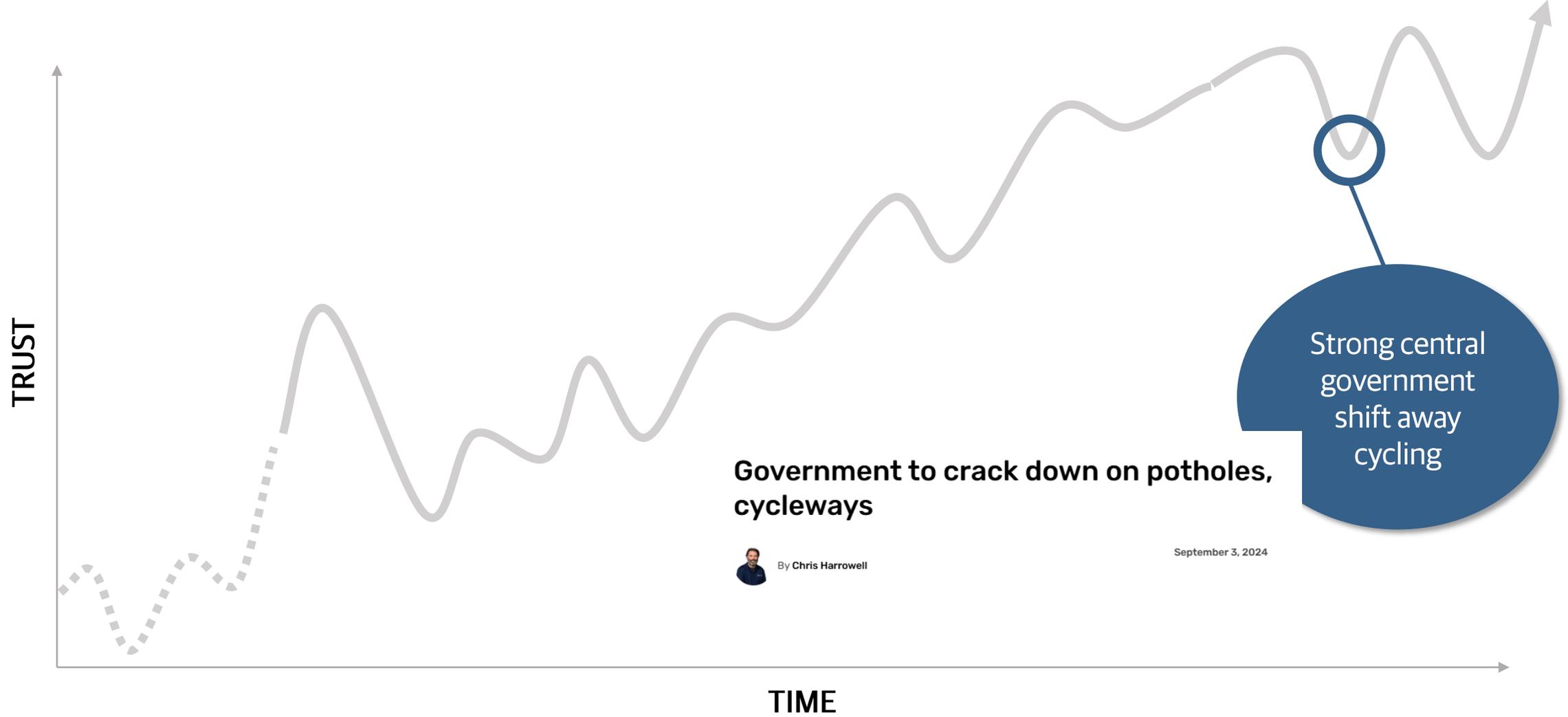
How did we go?





Trust Account Performance

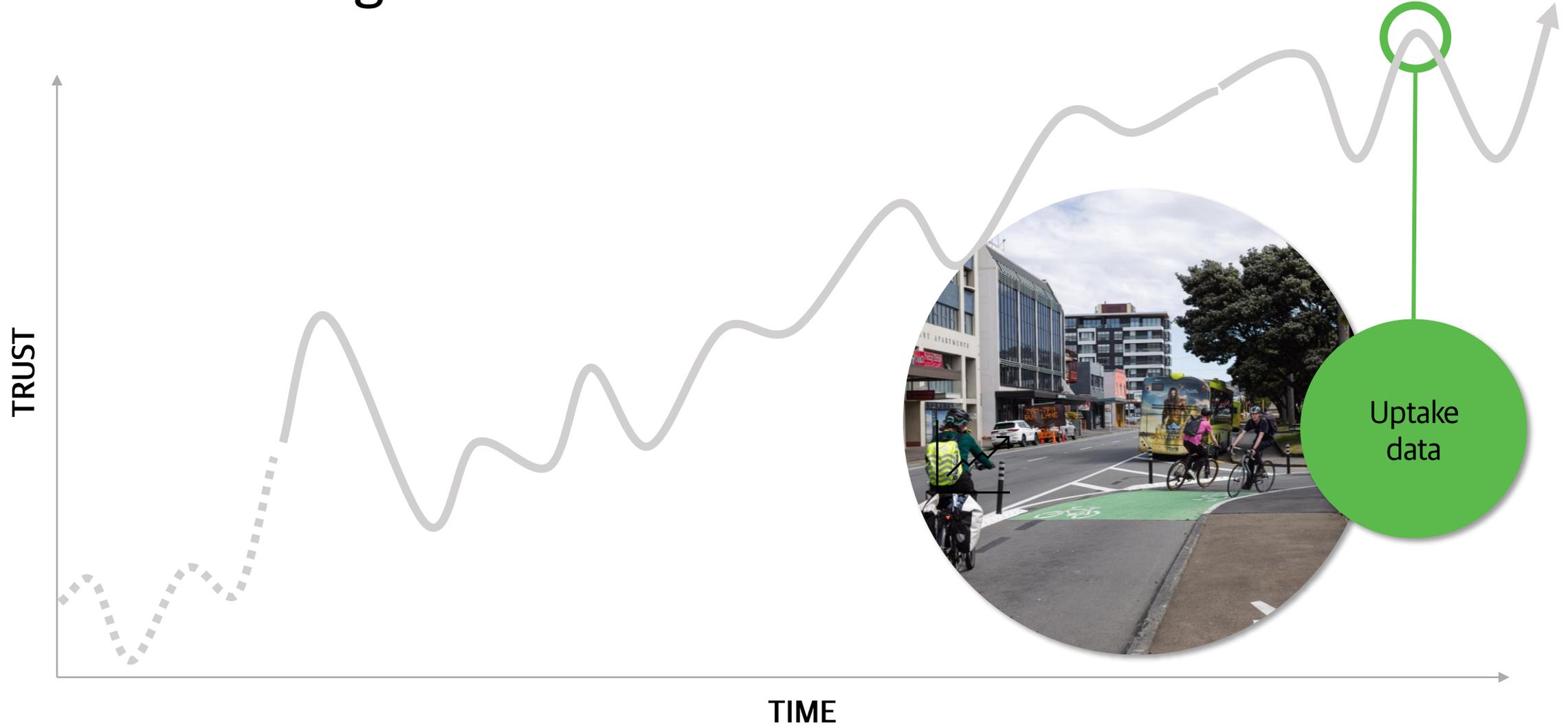
How did we go?





Trust Account Performance

How did we go?





The Earnings

The results of our investment

30 kms
of new bike
lanes by June
2025



BEFORE



AFTER



The Earnings

The results of our investment

30%
average
increase in bike
trips on the
new routes





The Earnings

The results of our investment

+94%
bike trips
Newtown to
city
2022-2025



BEFORE



AFTER



The Earnings

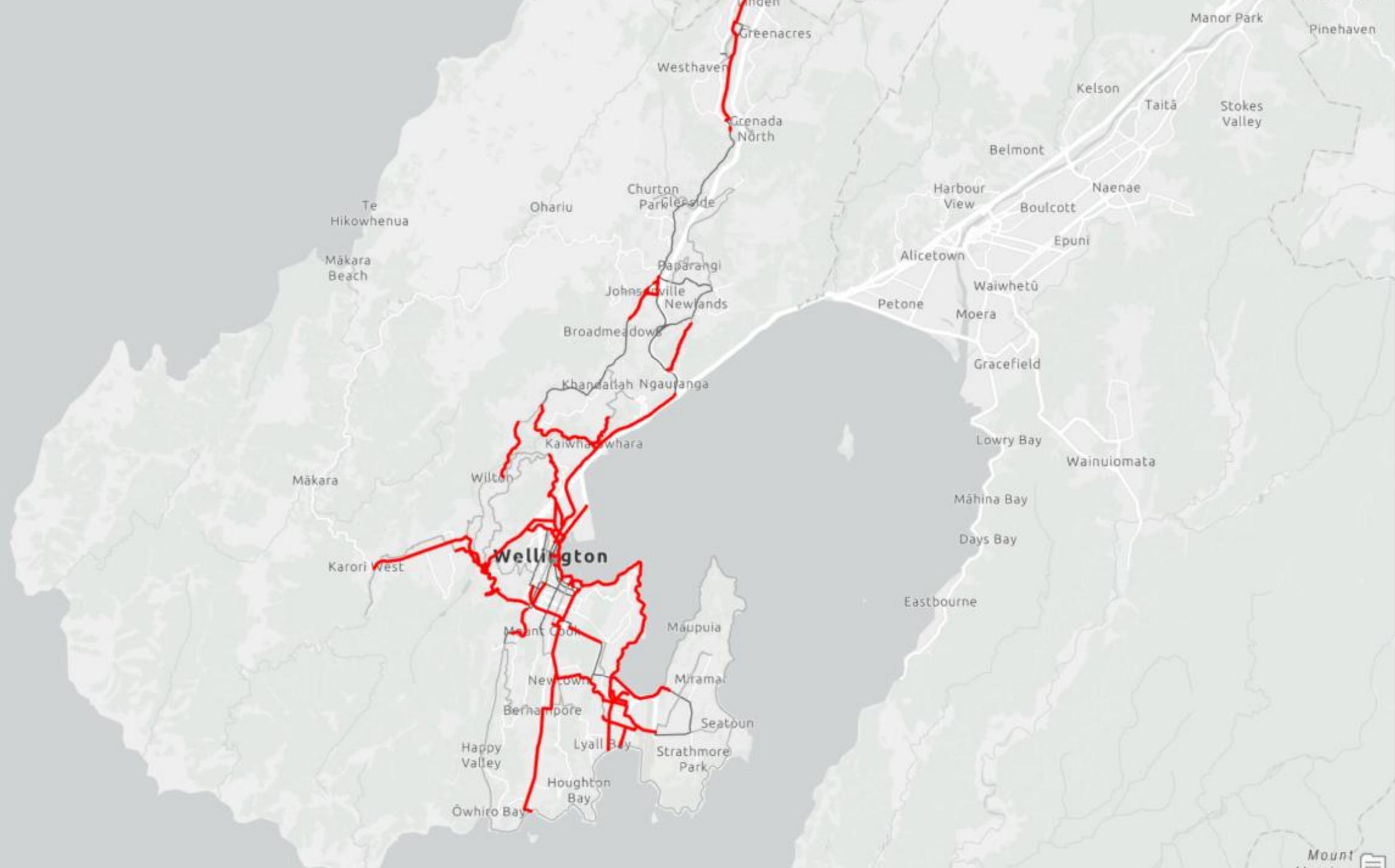
The results of our investment

Te Whāriki
a woven mat of
te ao Māori
across the
network



BEFORE

Mural: Kaiota by Ariki Brightwell



Te Hikowhenua

Mākara Beach

Mākara

Karori West

Wellington

Mount Cook

Newtown

Berhampore

Happy Valley

Ōwhiro Bay

Ohariu

Churton Park

Paparangi

Johns Hill

Newlands

Broadmeadows

Khandallah Ngauranga

Kaiwharwhara

Wilton

Maupuia

Miramira

Seatoun

Strathmore Park

Houghton Bay

Greenacres

Westhaven

Greenada North

Gleaside

Alicetown

Petone

Waiwhetū

Moera

Gracefield

Lowry Bay

Māhina Bay

Days Bay

Eastbourne

Kelson

Taitā

Belmont

Harbour View

Boulcott

Naenae

Epuni

Stokes Valley

Manor Park

Pinehaven

Wainuiomata

Mount



What we also delivered....

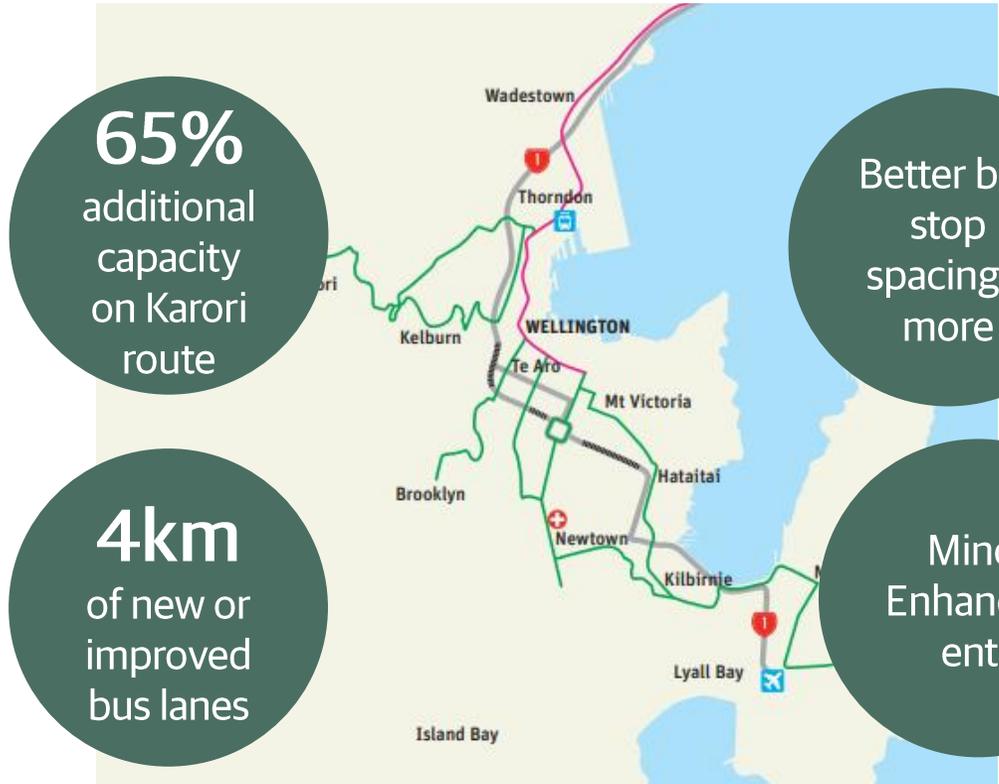
Walking Network



36
improved pedestrian crossings

38
Accessible kerb ramps

Bus Priority



65%
additional capacity on Karori route

4km
of new or improved bus lanes

Better bus stop spacing + more

Minor Enhancements



While we were at it

Learning 4:
There's a place for
perfect and there's
a place for progress



Questions?