

INDUSTRY

Financial Services

TEAM

Senior Leadership Team (SLT)

CHALLENGE

This team's organisation was being acquired and the time frame for change project was 12-18 months.

RESPONSE

The head of this division saw that a focus on his team's wellness was critical in the lead up to this transaction. If everyone was at their best, then the change process would run as smoothly as possible on both an individual and organisational level.

The SLT attended the **Wellness@Work® session** and leaders were empowered to promote wellness activities across their teams.

This session focused on:

SOLUTION

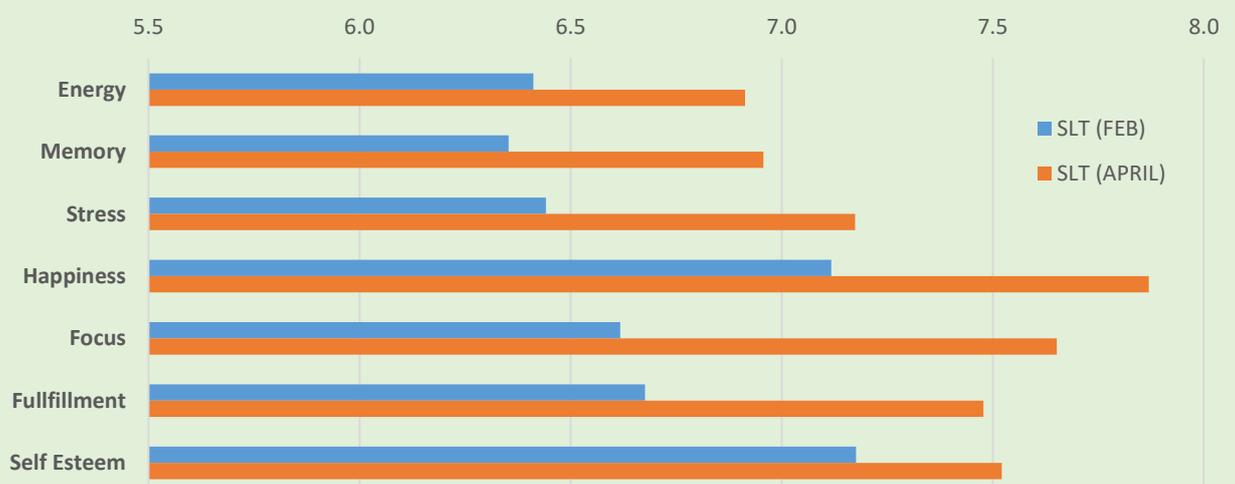
COGNITIVE WELLNESS	Our brain@work Managing stress
LIMBIC WELLNESS	Our emotions@work Managing workload pressure
6 CYLINDERS OF WELLNESS™	Nutrition Activity Sleep Social Connections Time Out Outlets

An 8 week follow up wellness check was completed to see how the team was tracking.

OUTCOMES @
8 WEEKS

- ✓ A boost in **focus and concentration** of 16%;
- ✓ **Work fulfillment** enhanced by 12%;
- ✓ **Happiness** levels increased by 11%;
- ✓ A 10% jump in self-reported **memory**;
- ✓ An 8% boost in **energy** levels; and
- ✓ **Self-esteem** enhanced by 5%.

This constitutes an **overall wellness factor increase of 10%**.



CONCLUSION

While stress levels increased as the business transaction loomed, all other wellness factors also increased. As a consequence, the team's ability to manage the change was significantly enhanced.

BUSINESS RESPONSE

The leadership team focused on a few key messages after the workshop:

- 1) **Consistent language** about the change and importance of wellness@work;
- 2) **Regular dialogue** about how the team was tracking;
- 3) Building a **common identity** and experience. “We’re all in this together”.

LEADERSHIP PERSPECTIVE

Head of Division viewpoint

On the business impact of the program:

“Our senior leaders are better able to deal with uncertainty, manage the extra workload and overcome challenges, particularly staff challenges. This has set the team up well for the change process.”

On wellness & leadership:

“Wellness and leadership are part of the same journey, you can’t have one without the other.”

ALCHEMY WELLNESS@WORK

Whether your team is experiencing a change event or not, a boost to these wellness factors is a boost to performance, productivity and a positive culture.

ALCHEMY’s Wellness@Work® Program includes:

- ✓ 1 hour Wellness@Work® session
- ✓ Team wellness profile
- ✓ 6 week follow up survey and comparison report
- ✓ Guidance for managers on promoting wellness across their team.

Contact ALCHEMY to book your Wellness@Work® Program
contact@alchemycm.com.au

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