

## CASE STUDY

*everyone deserves to be at their best*

### **INDUSTRY**

Financial services

### **TEAM**

Senior Leadership  
Team (SLT)

### **THE CHALLENGE**

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

### **THE 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 SOLUTION**

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

### **THIS SESSION FOCUSED ON:**

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.

*"Wellness and leadership are part of the same journey, you can't have one without the other."*

## ON WELLBEING AND LEADERSHIP

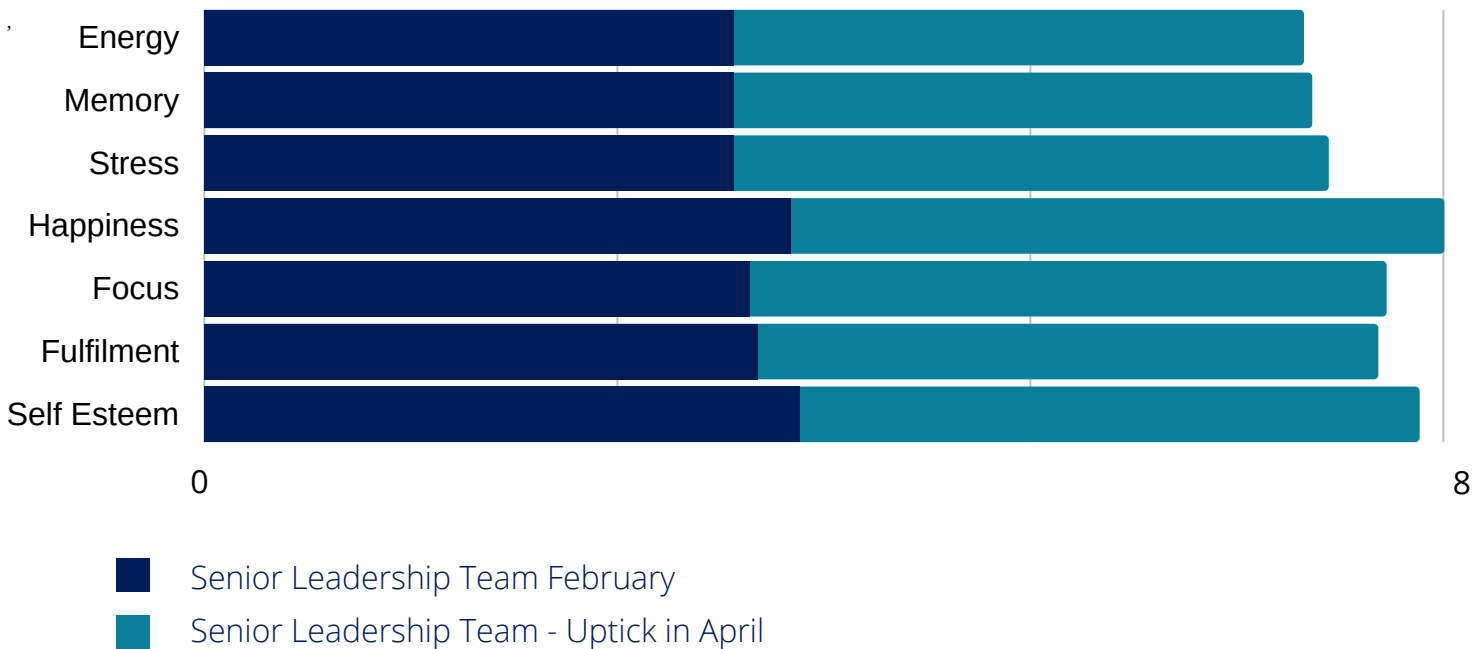
### OUTCOMES @ EIGHT WEEKS

- 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
- Self-esteem enhanced by 5%.

## WELLNESS

10%

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.

*"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 THE BUSINESS IMPACT OF THE PROGRAM

## BUSINESS RESPONSE

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

- 1 CONSISTENT LANGUAGE**  
about the change and the importance of wellness@work
- 2 REGULAR DIALOGUE**  
about how the team was tracking
- 3 COMMON IDENTITY**  
about building a common identity and experience.  
"We are all in this together"

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:  
1-2 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](mailto:contact@alchemycm.com.au)