



CORPORATE WELL-BEING PROGRAMME

Case Study 1



WELL-BEING PROGRAMME

CASE STUDY 1

The BACKGROUND

Willmott Dixon, a large construction company, initiated a six-month cultural change programme across their business. Motus Training were commissioned to deliver a pilot project as part of a wider programme to promote employee health, wellbeing and performance.

We worked with four groups of up to eight employees from a range of business areas at their company sites, to minimise travel time and business disruption. The core of our bespoke programme was one-to-one coaching sessions using two complementary disciplines: **Personal Performance Coaching (PPC)** and **Personal Wellbeing Coaching (PWC)**.

PPC helps individuals discover their core values that will guide and motivate their success, and identify clear personal and professional goals. It is future-driven but can also provide an independent “sounding board” for more immediate issues.

PWC is about establishing long-term health and well-being goals. It can cover all aspects of exercise, nutrition and general health whilst delving deeper into specific often-overlooked issues such as stress, digestion and sleep.

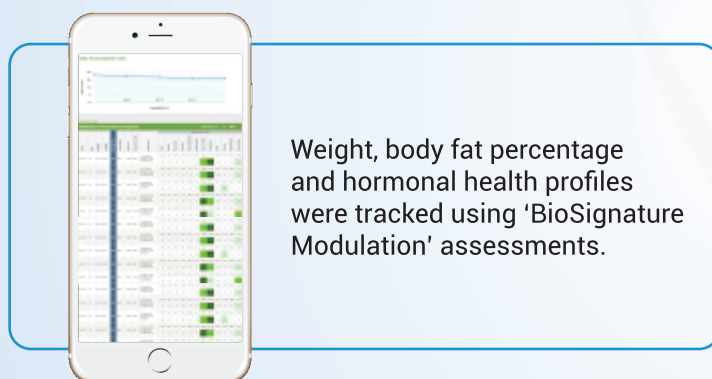
Our coaching techniques are interdependent; each enables the other, meaning together they are more than the sum of their parts. With both, we focus on developing a clear, simple, actionable strategy that integrates into employees' lives. During the process they are equipped with techniques to help them stay on track to achieve their goals.

The GOALS

- ▶ Promote and improve the health, wellbeing and performance of employees.
- ▶ Build resilience and manage stress more effectively.
- ▶ Equipping their people with skills to be “the best that they can be”.
- ▶ Long term behaviour change as opposed to transient enthusiasm.

The APPROACH

- ▶ PPC and PWC sessions started with an in-depth initial consultation.
- ▶ Follow-up sessions were held every two weeks initially, eventually extending the time between sessions to four weeks, as new behaviours became positive habits.
- ▶ Delivered a series of workshops and a wider communication campaign to accompany these sessions.
- ▶ Perceived stress levels, resilience, confidence, motivation and overall health and wellbeing were tracked using our unique “Health Matrix” tool.
- ▶ Results were gathered using a combination of scientific measurements and self-report data.

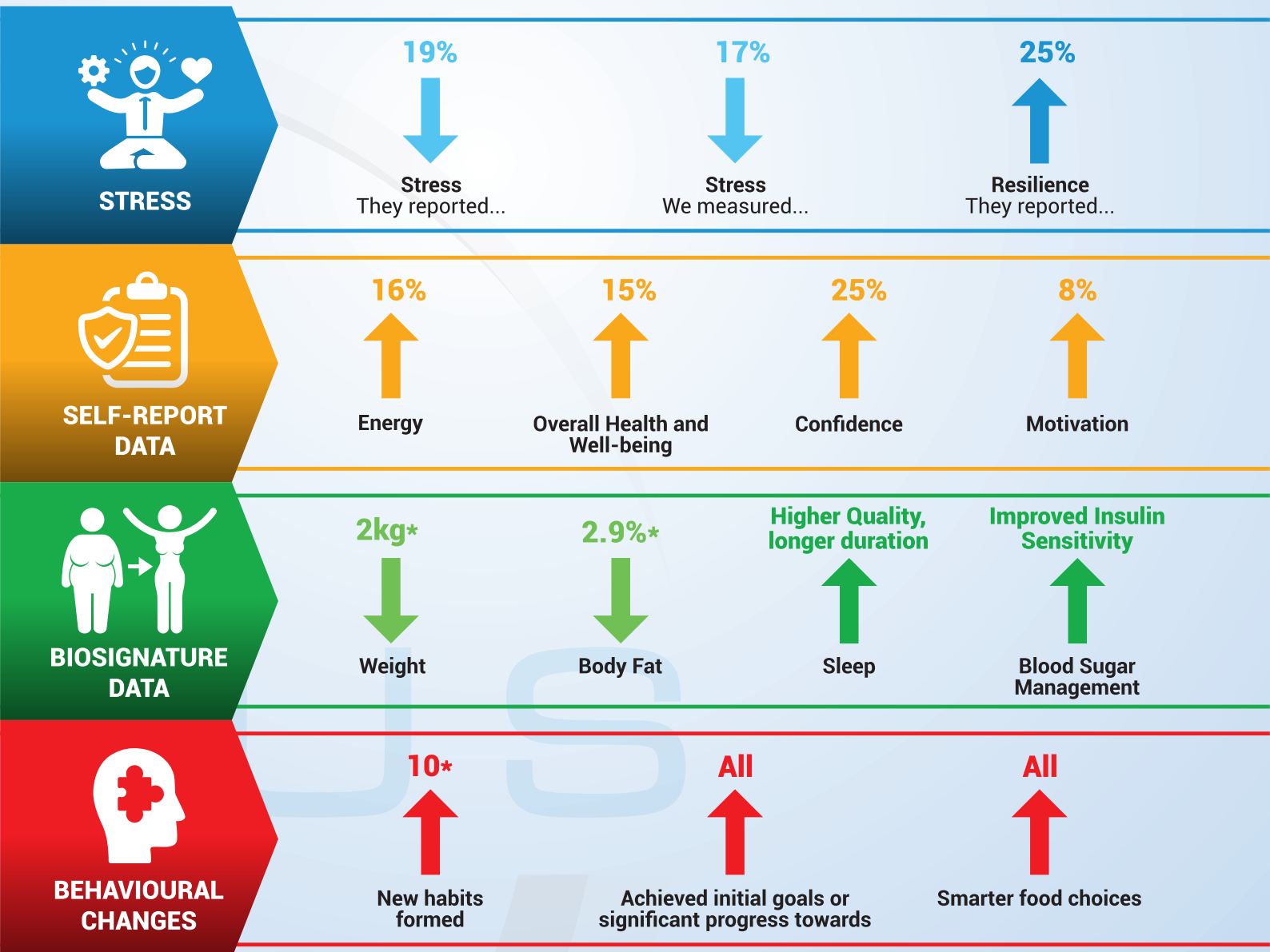




WELL-BEING PROGRAMME

CASE STUDY 1

The RESULTS



*average change per person

The EMPLOYEE FEEDBACK



The COMPANY FEEDBACK

- ▶ Dialogue with employees meant we were able to feedback some general observations on both positive and challenging aspects of the company culture, along with suggestions for improvements.
- ▶ Results backed up by peer-to-peer observations.

"Our decision to implement a company wellbeing programme with Motus in 2016 was a leap of faith, balancing a belief in the idea against the lack of any real tangible understanding of what we may achieve. A year on, with superb factual results that we can see and appreciate, we have seen significant health and performance improvements in our teams.

We have created a positive legacy of new people who are keen to repeat the experiences that their colleagues gained and a core of 'Motus graduates' who are now better armed to deal with the challenges of modern life and business.

This initiative has been shortlisted as a finalist for the national 2017 HR Excellence Awards and we are proud to be promoting and extending the offering across Willmott Dixon and to our customers and partners, who are now seeing benefits in their own organisations"

Nick Gibb - LLB (Hons) APMP MRICS
Deputy Managing Director
Willmott Dixon Construction

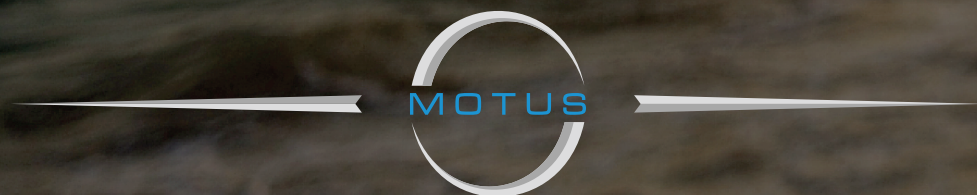
To FIND OUT MORE

PLEASE CONTACT MOTUS TRAINING

✉ info@motustraining.co.uk

☎ **01789 450141**

🌐 www.motustraining.co.uk



MOTUS TRAINING