

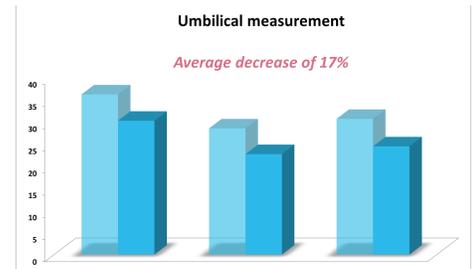
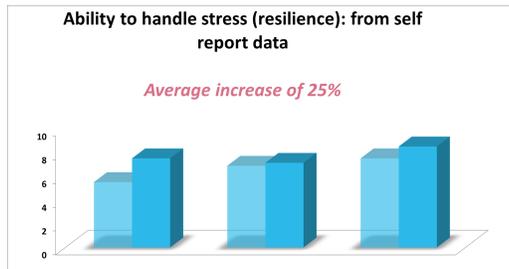
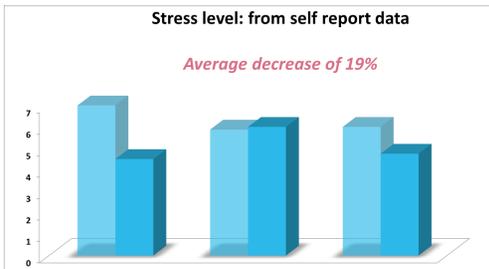
Well-Being Programme Case Study 1

July 2016

- Overall **stress levels decreased** by almost **20%**
- Employees **resilience increased** by **25%**
- **Weight and body fat decreased** by **2kg** and **2.9%** respectively
- Employees reported that their **energy levels** were **16% higher**
- Employees reported overall **health and wellbeing** had **improved**
- Employees made a **significant** number of **behavioural changes** across the field of fitness, nutrition and lifestyle
- Significant **reductions** in average **supra-iliac** and **sub-scapula** measurements were recorded - indicating better blood sugar control, improved insulin sensitivity and smarter food choices.
- A **14% reduction** in calf measurement - this can be an indicator of **higher quality**, or **longer duration of sleep**

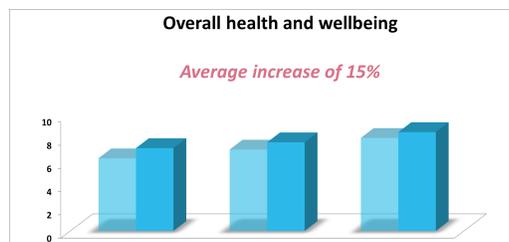
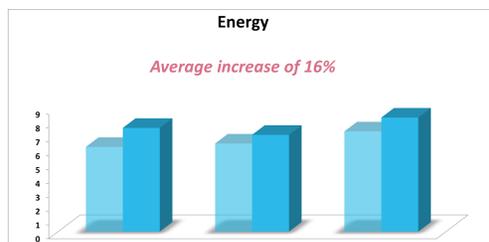
1

Results: stress levels



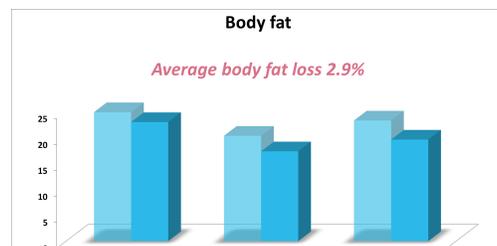
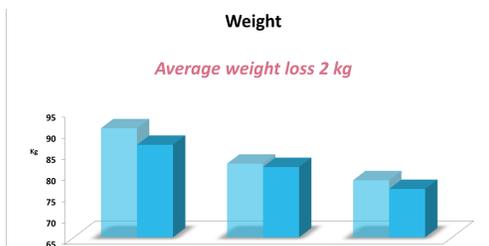
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Results: confidence/overall health/energy



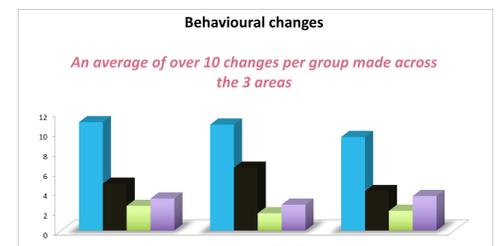
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Results: weight and body fat



4

Results: behavioural changes





Background

In February 2016, we began a 6 month period, working with employees at a business in the construction industry. The main focus was on a [cultural change](#). The company aimed to create an environment that builds resilience whilst equipping their people to be “the best that they can be”. The next step for the company was to pilot a programme to [further health and wellbeing and performance](#) of their people, as this had become an important company interest.

We worked with four groups of up to eight employees from a range of business areas. The core of our programme was [one-to-one coaching sessions](#) within two disciplines - [personal performance coaching \(PPC\)](#) and [personal wellbeing coaching \(PWC\)](#). Team workshops and a wider communications campaign accompanied these sessions.

Throughout the programme physical and behavioural changes were carefully tracked, and these results are summarized in this case study.

Programme Details

- PPC and PWC sessions started with an initial consultation. PPC follow-up sessions after two weeks, and then further sessions every four weeks. PWC bi-weekly follow-up sessions, with further sessions every four weeks.
- [Weight, body fat percentage and hormonal health](#) indicators were tracked using [BioSignature Modulation assessments](#).
- Perceived stress levels, resilience, confidence, motivation and overall health and wellbeing were tracked using our [ALO matrix tool](#).
- Each delegate had a [secure page on our website to view their results](#), including [weekly health articles](#) to maintain a positive mindset.
- [Team workshops](#) took place on [leadership](#), [teamwork](#) and [communication](#) during the programme.
- Our dialogue with employees meant we were also able to feed back some general observations on both positive and challenging aspects of the company culture, along with suggestions to improve where appropriate for [continued business success](#).
- Finally, a review of company practices helped to [identify opportunities to improve wellbeing](#), for example around access to [healthy choices](#), [catering for meetings](#), [access to medicals](#) etc.

Delegate Feedback

