

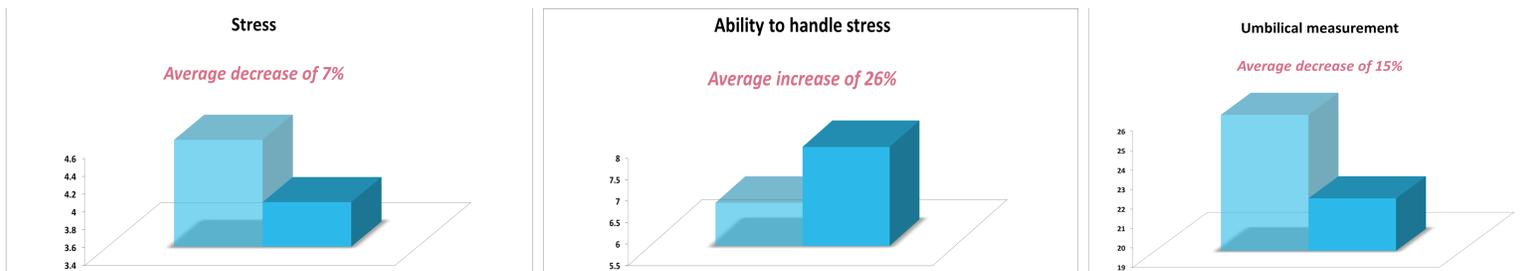
# Well-Being Programme Case Study 2

May 2016

- Physical measurements indicate that **stress levels** have **reduced** by approximately **15%** and employees have fed back an average **7%** reduction too
- Employees' ability to handle stress (**resilience**) has **increased** by **26%**
- **Weight and body fat** have **decreased** by an average of **2kg and 2.6%** respectively, some individuals had a decrease of **7.3kg and 4%**
- Employees report that their **energy levels** are **11% higher**
- They have also fed back that their **confidence and overall health & wellbeing** have **improved**
- An average **14% reduction** in **supra-iliac and sub-scapula** measurements, indicating better blood sugar control and improve insulin sensitivity
- An average **16% decrease** in **calf measurement**, indicating a better quality of sleep

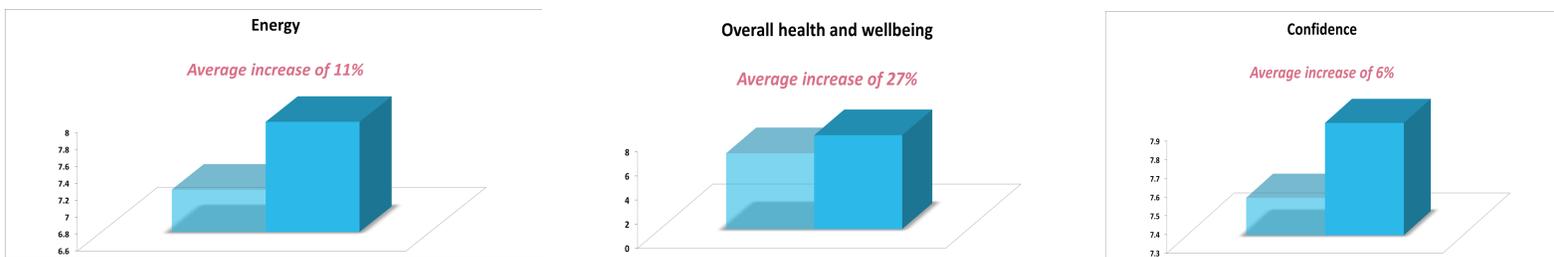
1

Results: stress levels



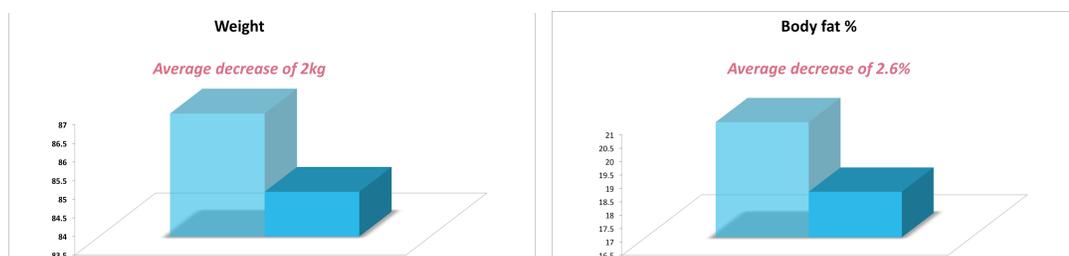
2

Results: confidence/overall health/energy



3

Results: weight and body fat



## Background

In May 2016 we began an 8 week introductory programme working with employees at a highly regarded University. The University is currently investing significant sums of money in new infra-structure projects, many of which are [health, fitness, sport and well-being](#) related. As part of the developments the University has set some ambitious [goals for physical activity levels](#) of both students and staff and so was keen to explore opportunities to [establish and support a culture of well-being](#).

We worked with a group of 8 key employees engaged in key non-academic roles. 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 summarised 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

