



# ONLINE EMPLOYEE EMPOWERMENT PROGRAM



**get**  
groupexercisetherapy

## By

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# Group Exercise Therapy Employee Empowerment Program

WELLNESS IS THE OUTCOME.  
EMPOWERMENT IS HOW YOU GET THERE.

Cookie-cutter wellness initiatives (whilst appealing on paper for stakeholders and recruitment purposes) do little to effect real or long-lasting change in behaviour, attitudes or organisational culture. They also fail to deliver a good return on investment.

A successful wellness strategy **MUST** make empowerment it's primary goal. Leaders must empower staff to get out of their comfort zones, to become self-aware, to seek to be better, to remain committed and to empower one another.

We have seen many success stories & many flops. Having analysed the winning formulas over decades, our program is now built on the following non-negotiable empowerment strategies. They enable the biggest transformations towards high performing, engaged staff & dynamic culture.

## EMPOWERMENT STRATEGIES



Make content personal & tailor to suit interest/needs



Make awareness, marketing & comms clear for maximum engagement, buy-in & retention



Get leadership team involved in promotion & engagement, providing inspiration from, and connection with, senior staff



Make it Holistic - it must integrate multiple key elements including physical, mental/emotional & spiritual/cultural



Provide a safe place. - allowing for honesty openness, communication and support



Cater for local & global engagement



Challenge thinking - constantly provide opportunity & encouragement to change attitudes & confront limiting beliefs



Allow for interactive and social engagement wherever possible - gamification, progress check-ins, face to face,



Keep it simple - providing participants with a clear roadmap & one source of truth. "Spoon-feeding" is key!



"Deliver "multilingual" content formats to engage all languages of learning - i.e. left v right brain, visual v auditory etc



Be consistently innovative - to cut through "wellness noise" and fatigue & to give corporate engagement messages a new lease on life.



Make staff accountable to themselves & each other to promote self-sufficiency & sustainability outside of program



Make engagement incidental, incorporating into lifestyle, work culture and personal/family lives



Provide a "higher cause" - , incorporating personal endeavours into charity/community events as well as promoting the organisation as a unified collective



Provide a framework that facilitates maximum choice, freedom, flexibility, accessibility & input

# Group Exercise Therapy Employee Empowerment Program

The 12 month program delivers a combination of daily, weekly & monthly delivery modules. Ongoing daily/weekly engagement across the entire year provide consistency and lifestyle change opportunities around physical exercise and mindfulness training. The shorter, monthly behavioural change campaigns elevate attention on specific wellness elements in "bite size" focal points to provide 30 day opportunities to capitalise on awareness and lay the groundwork for new habits.

## SAMPLE 12 MONTH OVERVIEW

### DAILY CONTENT

#### PRE-RECORDED DAILY PROGRAM THROUGH HUB

Daily & weekly programs delivered via pre-recorded content in wellness hub including workouts, yoga, mindfulness, pilates, desk detox, nutrition etc.

### WEEKLY FITNESS

#### 4 X 40 MIN GROUP EXERCISE CLASSES EACH WEEK

Run via zoom. 1000 participant maximum on a first-in, best dressed basis. Small training cohorts to be established for "localised" engagement.

### WEEKLY YOGA

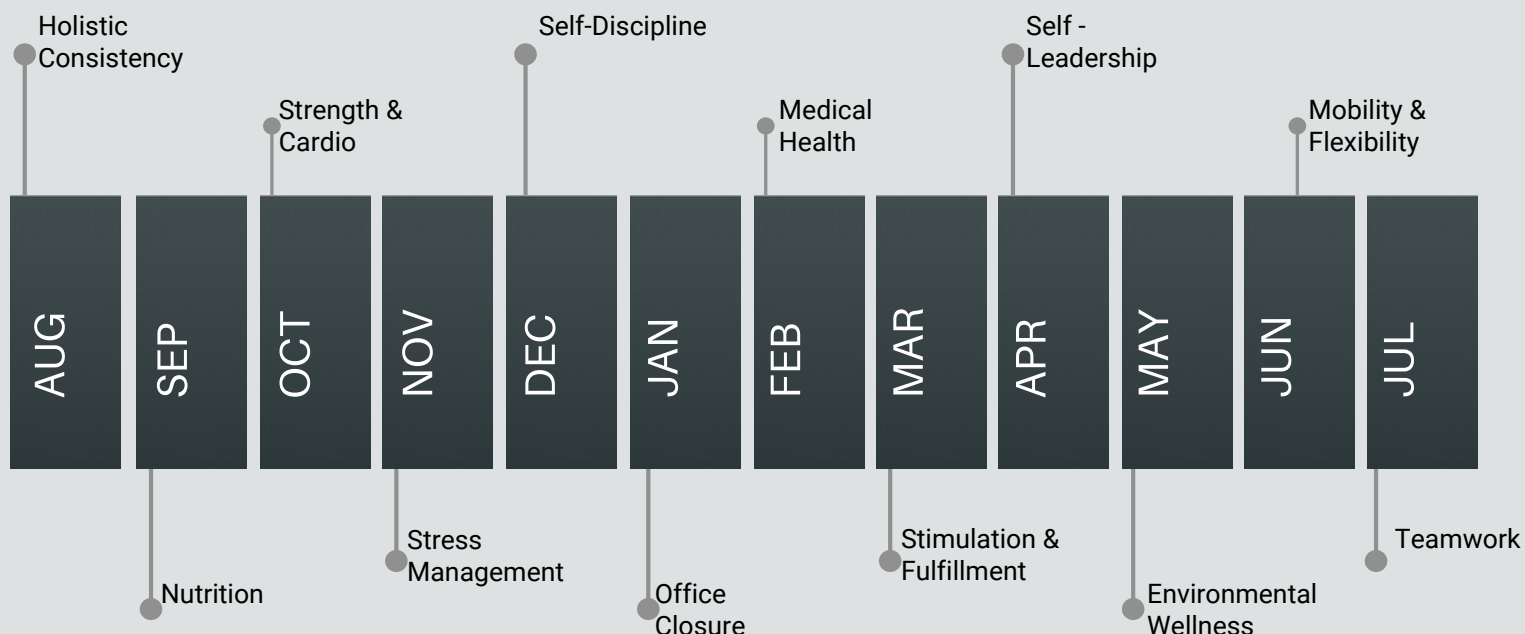
#### 4 X 30 MIN CLASSES EACH WEEK

Run via zoom. 1000 participant maximum on a first-in, best dressed basis. Small training cohorts to be established for "localised" engagement.

### MONTHLY

#### 11 X BEHAVIOURAL CHANGE CAMPAIGNS

A combination of included additional content & optional extra challenges





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ALL ELEMENTS OF THE PROGRAM ARE CUSTOMISABLE. WE CAN TAILOR TO SUIT:

- YOUR WELLNESS COMMITTEE INPUT
- ORGANISATIONAL NEEDS
- STAFF CONTRIBUTION
- SOCIAL/CULTURAL CURRENT EVENTS

Rollout of our program includes delivery and management of staff surveys. During this process we collect interest levels on all recommended behavioural campaign modules, activities, info seminars and content.

We also collect responses on staff suggestions for alternatives to the recommended program. We then consult with you regarding potential implementation.

See over page for recommended content



**AUGUST**  
HOLISTIC  
CONSISTENCY



**SEPTEMBER**  
NUTRITION



**OCTOBER**  
STRENGTH &  
CARDIO



**JULY**  
TEAMWORK

**MODULE  
COMPONENTS:**



**NOVEMBER**  
SELF  
DISCIPLINE



**JUNE**  
MOBILITY &  
FLEXIBILITY

**LAUNCH SESSION**



**DECEMBER**  
STRESS  
MANAGEMENT

**LEADER  
INVOLVEMENT**



**MAY**  
ENVIRONMENTAL  
WELLNESS

**BC ACTIVITIES**



**JANUARY**  
OFFICE CLOSURE

**TEAM ENGAGEMENT**



**APRIL**  
SELF  
LEADERSHIP



**MARCH**  
STIMULATION &  
FULFILLMENT



**FEBRUARY**  
MEDICAL  
HEALTH





# Group Exercise Therapy Employee Empowerment Program

WE PROVIDE THE FRAMEWORK.  
YOU CHOOSE YOUR BUDGET.  
YOUR STAFF CHOOSE THE CONTENT.  
WE DELIVER THE REST!

Each monthly behavioural change campaign is comprised of a number of elements, some of which are compulsory, so are included in our program content. Other elements are optional extras and therefore incur an additional cost (see the Program Investment details). Where there are multiple options, we recommend polling your staff for interest

## Each campaign is structured as follows:

### COMPULSORY (and included in program content)

- 1 x launch session facilitated by GET and presented either by GET or by guest speakers
- 4 x weeks of focussed awareness & educational content delivered through the wellness hub
- Leadership strategy to maximise engagement
- 4 x individual Behavioural Change (BC) activities

### OPTIONAL (additional costs incurred)

- large team engagement modules

## MONTHLY CAMPAIGNS

### AUGUST HOLISTIC CONSISTENCY

#### LAUNCH SESSION

Wellness100 - How to Play

#### LEADER INVOLVEMENT

At least 1 x Wellness100 team made up of senior management. They will be put under the spotlight as the one to beat.

#### BC ACTIVITIES

Wellness100 ( see separate doc)

#### TEAM ENGAGEMENT

Wellness100 - this month's team engagement is to be offered as an inclusion in the program content



### SEPTEMBER NUTRITION

#### LAUNCH SESSION

40/40/20 macro workshop

#### LEADER INVOLVEMENT

Cooking demonstration video to launch the month

#### BC ACTIVITIES

40/40/20 for a week  
sugar elimination  
water quota  
a-z health foods

#### TEAM ENGAGEMENT

DXC Recipe Book  
40/40/20 challenge  
Spring Water charity challenge  
meal prep classes



### OCTOBER STRENGTH & CARDIO

#### LAUNCH SESSION

Q&A session with Dave (pre-submitted questions)

#### LEADER INVOLVEMENT

Fun video mashup plugging the fitness test or each of the 4 challenges

#### BC ACTIVITIES

Walking Meeting week  
Ab challenge  
Bone Density week  
TV Fit challenge

#### TEAM ENGAGEMENT

Inter-office olympics - fitness test  
30 of 30 challenge



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## SAMPLE MONTHLY CAMPAIGNS



### LAUNCH SESSION

Goal Setting & the psychology of making excuses seminar

### LEADER INVOLVEMENT

20 questions video interviews with senior management re their routine & self discipline strengths & weaknesses

### BC ACTIVITIES

snooze challenge  
12 out of 12 live challenge  
7 day discomfort activity  
know your excuses activity

### TEAM ENGAGEMENT

5am 30 day challenge  
Team commitment all or nothing challenge



### LAUNCH SESSION

Stress busting hacks workshop & live meditation

### LEADER INVOLVEMENT

Leaders Gratitude Board. Post 1 thing they are grateful for each day.  
Individual check-ins with every direct report purely re mental health

### BC ACTIVITIES

live meditation sessions  
quote challenge  
30 days gratitude diary  
de-clutter challenge

### TEAM ENGAGEMENT

de-clutter & donate - charity donation  
drive with a difference



Our office is closed for the month of January. All the wellness hub content will continue to be available throughout this period however we will not delivering any additional content.





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## SAMPLE MONTHLY CAMPAIGNS

### FEBRUARY MEDICAL HEALTH

#### LAUNCH SESSION

Doctor Q&A - guest doctor tbd

#### LEADER INVOLVEMENT

Individual check ins with direct reports.  
Alternative tbd

#### BC ACTIVITIES

waist-hip ratio  
financial health check  
GP visit  
holistic health

#### TEAM ENGAGEMENT

Executive Health Appraisals -  
questionnaire and report module  
Know your numbers challenge  
Waste-Hip Team Challenge



### MARCH STIMULATION & FULFILLMENT

#### LAUNCH SESSION

Unleashing creativity workshop  
Brain training hacks workshop

#### LEADER INVOLVEMENT

Staff elect a new skill or hobby the  
leadership team have to undertake for a  
month i.e. knitting, paint by numbers, DIY  
invention

#### BC ACTIVITIES

brain training week  
unlocking creativity mindfulness  
new hobby challenge  
home project activity

#### TEAM ENGAGEMENT

Trivia competition - round robin in teams  
charity auction - home made items  
Poetry/Short story competition  
Invention competition



### APRIL SELF LEADERSHIP

#### LAUNCH SESSION

Self-leadership talk - guest speaker tbd  
NLP Masterclass

#### LEADER INVOLVEMENT

PD recommendations video. Mash-up of  
senior staff recommendations on  
favourite PD book/podcast/film

#### BC ACTIVITIES

"My Time" for the month. 1 hour  
allocated per week for self-care  
Weekly Live Mindfulness Sessions  
Leading at home activity

#### TEAM ENGAGEMENT

PD Library - personal development  
books/documentaries/podcast reviews



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## SAMPLE MONTHLY CAMPAIGNS

### MAY ENVIRONMENTAL WELLNESS

#### LAUNCH SESSION

Winter Veggie Garden tutorial

#### LEADER INVOLVEMENT

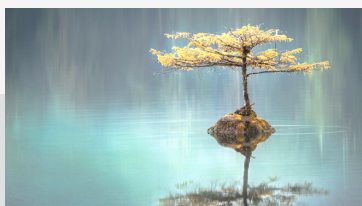
desk/office transformation before & after  
picture competition - voted by staff

#### BC ACTIVITIES

desk/office reorganisation  
vitamin D week  
walking meeting week  
car/public transport swap challenge

#### TEAM ENGAGEMENT

Community Clean up group activity  
Green Thumb Challenge - winter veg  
competition  
Office/desk reorganization competition



### JUNE MOBILITY & FLEXIBILITY

#### LAUNCH SESSION

Foam Rolling Workshop

#### LEADER INVOLVEMENT

demonstration infographic of various  
flexibility poses incorporating photos of  
leaders doing demonstrations

#### BC ACTIVITIES

yoga pose per week  
walking meeting week  
desk detox week  
posture correction gifs week

#### TEAM ENGAGEMENT

30 day flexibility challenge  
30 day desk detox challenge



### JULY TEAMWORK

#### LAUNCH SESSION

Virtual Gameshow with leaders (see  
below)

#### LEADER INVOLVEMENT

Senior staff are put into teams and  
compete in a live gameshow to launch  
the teamwork month

#### BC ACTIVITIES

Team building idea submission for local  
offices  
Team member shout out week  
Problem shared is a problem halved  
No. 4 tbd

#### TEAM ENGAGEMENT

Amazing Race - over whole month  
Return to Sender challenge.  
Team pictinary/charades round robin

