

Lend Lease operates in three core regions-Asia Pacific, Europe and the US and covers 43 countries on six continents. In April 2007 Lend Lease at Hanover Square were recruited to Activate Your Workplace (AYW). Lend Lease re-launched the AYW scheme re-branded as Mind, Body, and Soul on the 7th March 2008. The company was keen to develop a model for workplace health under the supervision of a newly appointed Health and Wellness Manager.

The launch was held as a healthy breakfast drop-in morning and there were free massages. Lend Lease employees had the opportunity to sign up for yoga classes, a running club, a Pedometer Challenge and to give suggestions for future interventions. The running club and yoga classes started very successfully within a month of the launch. Yoga has been over subscribed and internal feedback has been positive.

The programme at Lend Lease is in its early stages, partly due to a change of Champions. It was felt that a team of Workplace Health Champions was needed due to the size of the workforce. Also, the 'Foundation Team' team, who were recruited later into the programme were already well established in the organisation. The team were already responsible for organising events and staff development opportunities, which meant the aims of AYW fitted well into their remit.

The aim was to test the workplace health model at one site and role it out, where appropriate within the organisation. This objective has already been achieved and Mind, Body, and Soul is currently being developed in another site.

The team are excited about running future interventions and will use staff feedback for ideas. In the future there will be drop-in sessions to help advertise forthcoming interventions and to obtain further feedback from employees. Their pilot programme has really helped them find a model for workplace health that works for them.

The Foundation team believe the role of Workplace Health Champions is vitally important to the success of workplace health programmes and that the Champion's personality plays a big part in this as they become part of the brand for the programme. The team believes the launch for their Mind, Body and Soul was very successful in attracting staff from different departments and acted as a catalyst for interest in the programme.

Interventions

Healthy breakfast
Free onsite massages
Yoga (6 week course)
Pedometer Challenge
Running Club (at lunchtime)

Organisations and individuals Lendlease have worked with for the Activate programme

The Foundation Team (Lend Lease)
Enterprise
Cannons
Urban Chill