

Case Study

Improving overall Health & Wellbeing of staff & reducing staff turnover

Our Client- LEEDS 2023 is an ambitious initiative led by Leeds City Council to mark 2023 as a Year of Culture in Leeds.

Staff size- 80- 100

OBJECTIVES

Our client approached us to design and deliver a robust Health & Wellbeing strategy and training & engagement programme to improve on staff retention rates as well as improve on the overall health and Wellbeing of staff members who, very often led extremely busy and high pressured work lives.



SOLUTIONS

A 12-month programme based on the principles of co-creation and shared responsibility was developed in partnership with staff members representing different teams within the organisation. The program included consultations, setting up a peer- led Wellbeing group, creating internal communication processes, Wellbeing audits and policies and online training courses for continuous learning. Resources to strengthen the staff Onboarding process were also developed.

The aim of this programme was to build a strong infrastructure support that addressed the health & wellbeing needs of the staff members in a rapidly growing organisation.

AT A GLANCE

CHALLENGES

- High Staff Turnover
- Low staff retention rates
- Lack of strategic plans to support the leadership team
- Lack of infrastructure to address the on-going health and wellbeing needs of the team
- Lack of consistent communication

BENEFITS

- Overall, evidenced reduction in staff turnover
- Stronger infrastructure and strategic plans showing genuine commitment in the health of the team
- Increased sense of belonging
- Sustainable Health & Wellbeing processes and policies implemented for on-going staff needs.
- Increased Training and CPD opportunities
- Evidenced improvement in the wellbeing and engagement of staff team.
- Consistent internal communications
- Sustainable internal peer led groups launched to create space for ongoing CPD.



TESTIMONIAL



“Working with Minoti has been invaluable. Her approach and style is both insightful and calming, in situations which can often feel stressful or high pressured. She immediately understood the challenge our organisation faced, which is a fast paced time limited company set up to deliver a large programme of events on tight resources, and created a clear strategy we could follow that responded to our very specific context.

The Staff wellbeing group that she helped set up continues to be a valuable space for our team, as are the training courses that she designed for us.

I have and will continue to recommend working with Minoti. I hope I get to work with her again in the future.”

EMMA BEVERLEY

Director of Programme, LEEDS 2023.

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