

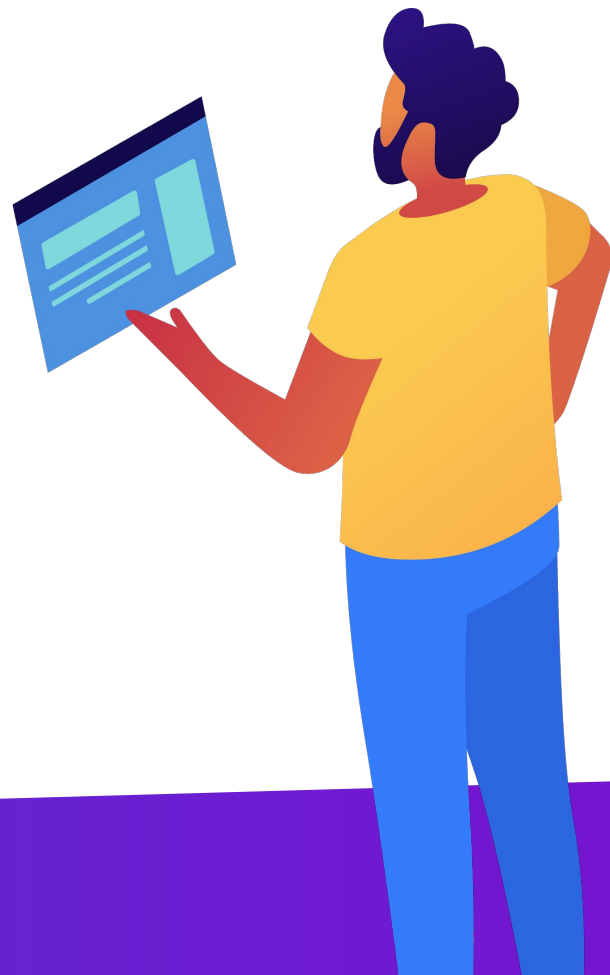


# Covid Wellness + Engagement Plan

[getimpala.com](https://getimpala.com)

# Current Context

- We saw a reduction in engagement scores and wellness scores across the company.
- Depression has doubled in the UK and the NHS forecasts that this will fall further.
- Companies across the globe, in all industries, are experiencing similar trends in wellness, happiness and engagement.



# Action

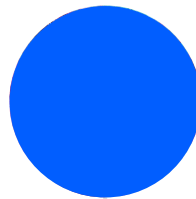
- We sought to learn more about how Impalans are feeling and what's negatively affecting mental health the most right now due to Covid and lockdown,
- We researched how other companies are dealing with the same issue.
- We've taken steps to mitigate concerns in those areas.



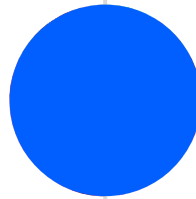
## ACTION

We surveyed Impalans;  
and asked them these questions

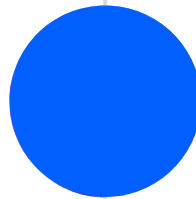
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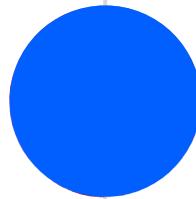
What, if anything, is **positively** affecting your mental health at work the most right now?



What, if anything, is **negatively** affecting your mental health at work the most right now?



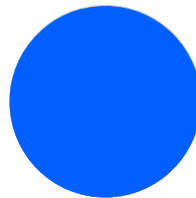
What, if anything, **could be done differently** at work to help you manage your wellness more effectively?



What topic stands out as the **most relevant** for you to attend for improving your wellness?

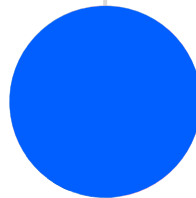
## ACTION

We surveyed Impalans;  
and these were the trends

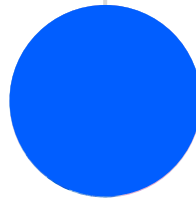


### Remote working challenges:

Work-Life balance, distractions at home, inability to switch off, imperfect office equipment.



The workplace and our industry (travel!) is **volatile and uncertain**. The rate of change is faster than Impalans can remain aligned, not least stay motivated.



Lack of knowledge of effective techniques to **manage mental and emotional wellbeing**. Uncertainty in managing burnout and stress or helping others through stress.

## SOLUTION

# We created a dedicated Covid Wellness Initiative

The initiative is based on real feedback from Impalans, addressing real issues from the current environment.



# Solution

## COVID WELLNESS INITIATIVE; PURPOSE

To build resilience and improve Impalans' wellbeing during lockdown.

We want to ensure that we all feel well  
and can do our best work.

# Solution

A **3-pronged** approach.

A series of intentional and meaningful  
**workshops/talks/events**

Flexibility; more **flexible working** with Core Hours

Sanctus; making monthly 1:1 emotional  
wellbeing coaching **more meaningful**



Workshops / Talks / Events



Flexible Working

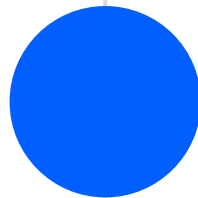


More Meaningful Wellbeing  
Coaching

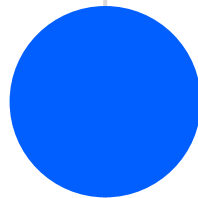


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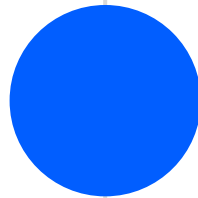
## A series of meaningful **Workshops/Talks/Events**



Catering to specific areas of concern around **wellbeing during lockdown**.



Specific topics defined as **relevant** by Impalans themselves.



**Once-twice per month** over the coming months (August - December).

1:

A series of meaningful  
**Workshops/Talks/Events**

*“Managing your  
mental health when  
working from home”*

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**Amy Brann**

- Dealing with isolation
- Managing Distractions and Disruptions
- Avoiding and identifying burnout
- Accepting your emotions

[More about Amy](#)

1:

A series of meaningful  
**Workshops/Talks/Events**

*“ Motivate your mind ”*

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**Bhaskar Ramachandran**

- Improve clarity of thinking
- Better decision making
- Objectivity to deal with fluctuations
- Combine peace and success

[More about Bhaskar's Vedanta Institute](#)

1:

A series of meaningful  
**Workshops/Talks/Events**

*“Stress Identification  
and Management”*



**Michael Adu - London Stress Centre**

- Physiological Stress and effects on the body
- Steps for reducing Stress and Burnout
- Identifying Stress in self and others
- Practical tips to ‘find your calm’

[More about Michael](#)

1:

A series of meaningful

## **Workshops/Talks/Events**

*“ Talking about grief, loss  
and significant change in  
the workplace ”*

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### **Nici Harrison - The Grief Space**

- Brain chemistry of grief
- Advice for talking about grief with colleagues
- Giving and asking for support
- Normalising grief in the workplace
- Supporting each other through difficult times

[More about Nici](#)

1:

A series of meaningful

## **Workshops/Talks/Events**

*“Looking after your back  
when working from home”*

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### **Nichola Adams - Inspired Ergonomics**

- Expert ergonomic advice and interventions
- Pain and pain distractions
- Psychology: People's beliefs and experiences into the recovery process
- Social interactions: How people interact with others to impact the recovery process

[More about Nichola](#)

1:

A series of meaningful

## Workshops/Talks/Events

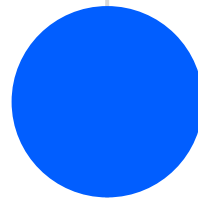
Additional workshops will include;

- Switching-off training.
- Mindfulness in productivity.
- And other suggestions from Impalans.

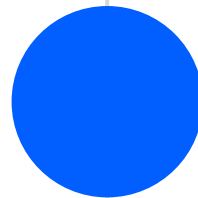


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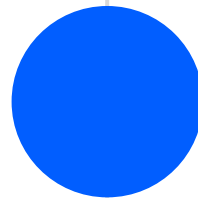
## Flexibility; offering more **flexible working** with Core Hours



We've recently introduced work-hour **flexibility**, after an in-depth analysis.



Core Hours **10am-3pm**; 9 hour work day. Impalans can choose and plan their own work day around their lives.



The challenge is ensuring people are **not over-working**; the onus lies on managers as well as individuals.



2:

Flexibility; offering more  
**flexible working** with Core Hours

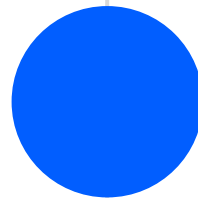
## Why Flexible Core Hours now?

- Greater flexibility in integrating work and life whilst in lockdown + and in unfamiliar external environments.
- Address anxiety and insomnia concerns.
- Improve health + mental wellness + resilience.
- Balancing of home care/caring responsibilities.
- More inclusive for hiring in different timezones

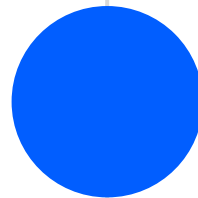


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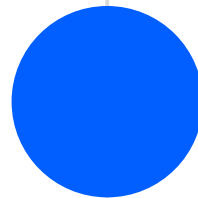
## Sanctus; more meaningful monthly 1:1 **emotional wellbeing coaching**



We do already offer **Sanctus Coaching** sessions on one day per month;



But there's a flaw; There's an accessibility issue preventing Impalans from **making the most** of them.



Change is required to make these **more effective and accessible**, and thus better for Impalans mental health.

3:

## Sanctus; more meaningful monthly 1:1 **emotional wellbeing coaching**

### What is Sanctus about?

- Sanctus' goal is to create a safe space for anyone, to talk about any topic, through coaching.
- Meaning they provide a great opportunity to focus on and discuss self care and emotional and wellbeing fitness.
- We need to spotlight more that you don't need to be struggling with anything specific to benefit from Sanctus coaching for mental health and wellbeing.



3:

Sanctus; more meaningful monthly 1:1

## **emotional wellbeing coaching**

How we'll make Sanctus more effective & accessible

- Creating more internal advertising and advocacy for coaching sessions.
- Training and resources on how to use coaching sessions most effectively.
- Highlighting why these are so effective for coping and resilience.
- Partnering more closely with Sanctus to create these!



We are Impala. We get travel going.

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[getimpala.com](https://getimpala.com)