



ACT
Government

healthier
work

HELPING PEOPLE AND
BUSINESS THRIVE

CASE STUDIES 2016-17

SILVER

BREAKING DOWN BARRIERS THROUGH TEAM BONDING

Bradley Allen Love Lawyers – 70 staff

Bradley Allen Love (BAL) Lawyers offer clients highly skilled and accessible legal practitioners who are dedicated to providing quality legal services.

BAL Lawyers has been committed to being a healthy workplace for more than a decade. Their holistic approach to health and wellbeing is an ingrained part of the team's culture, which was further enhanced when they signed up to Healthier Work three years ago.

Their health and wellbeing plan includes a comprehensive mix of activities to encourage healthy eating, physical activity, and importantly for the high-stress industry, social and emotional wellbeing.

"We built on previous years' popular activities and took into account participation rates in each activity," says Susan Proctor, Legal Director at BAL Lawyers.

This approach resulted in a plan including twice-weekly boot camp, mindfulness and yoga sessions, an all-inclusive Family Fun Day with lunch and games provided, plus BAL's unique annual fitness challenge charity event, called Sweatworking®.

"The Sweatworking® Challenge sees teams of four from a variety of businesses across the region compete in a physical challenge while networking in a healthy environment," says Susan. "It's not only a fantastic fundraiser assisting the wider community, but participants enjoy combining a physical competition with networking."

Given the intensity of the work they do, BAL Lawyers encourage staff to get together outside of the office as an important way to build team bonds and relieve stress. They have found boot camp sessions particularly enriching for team bonding as the usual hierarchal structure is broken down.

"At boot camp, there are no levels – you just pair up with whomever is next to you," says Susan.

"This has helped remove the hierarchy between all staff and created a team balance that is more about achieving healthy outcomes rather than who is in charge."

"The end goal is to ensure that all of BAL's employees are in a happy and supportive workplace with healthy work strategies with both a mental and physical benefit," says Susan.

