



ACT  
Government

healthier  
work

HELPING PEOPLE AND  
BUSINESS THRIVE

CASE STUDIES 2016-17

RECOGNISED

## CREATING A CULTURE OF WELLNESS

### *Independent Property Management – 40 staff*

*Independent Property Management has extensive knowledge of the local rental market with an up-to-the-minute understanding of what a property is worth. Their consultants are skilled negotiators who are intimately familiar with the process of screening tenants, arranging leasing agreements, and handling all the legal requirements needed for a smooth transition to lease.*

In establishing their health and wellbeing plan for staff, Independent Property Management were driven by the knowledge that there is a flow-on effect for the business.

"I don't think any workplace can ignore the statistics and ultimately, we should all want to create a culture of wellness and support," says Managing Director, Hannah Gill. "We get more out of our people and better service to clients as a result."

In creating their plan, the team held multiple discussions and looked at what they wanted to focus on – keeping in mind the need to balance it with people's workloads.

The result is a plan which includes seminars as well as interactive sessions and exercise.

"We recognise the job can be stressful, and we felt a genuine duty of care to provide an environment that helps reduce stress and create more healthy habits," says Hannah.

The session topics held so far this year include resilience, managing change, and work/life balance.

"We also have a session coming up on mindset called Useful Belief," explains Hannah.

Another great initiative is their Workout Wednesday (WOW) to get them away from their desks and out of the office, which balances nicely with the more thought-provoking training sessions.

"Different people have taken different things out of each activity, resulting in ongoing conversations about health and wellbeing," says Hannah. "This has been a really positive step in supporting one another."

