



ACT  
Government

healthier  
work

HELPING PEOPLE AND  
BUSINESS THRIVE

CASE STUDIES 2017-18

SILVER

## SYNERGY GROUP

*200 staff*

*Synergy Group was interviewed by Grosvenor Management Consulting on 15 May 2018 as part of a formal Healthier Work Evaluation. Synergy Group is a management consultancy based in Barton. They have grown to 200 people, all based in the ACT.*

Synergy Group has Gold accreditation status in the Healthier Work program. While one of the owners of Synergy first had the idea to get involved in Healthier Work, Phil Toole is the Healthier Work champion, and he describes the importance of Healthier Work to Synergy Group.

“One of the things we take seriously is a culture of teamwork and collaboration, and Healthier Work is a part of this – teams really coalesce around the activities we do,” says Phil. “The emotional and social wellbeing aspects also fit with our broader HR program, for example signing up for the EAP. This has really created an emphasis for our CEO, who is the sponsor of our Healthier Work participation, to work with. We have a healthy culture, a culture of excellence. We definitely intend to continue with Healthier Work.”

As many of the Synergy Group staff are working off-site at any given time, communication and organising the team-based events that Synergy want were challenges.

“We had to think differently about communication,” explains Phil. “We use Yammer, we book things well in advance and at the end of the day to make sure people can schedule around them. We also do a lot of team events outside work, which are really important. Without these, some people in the company can go for months at a time and barely see each other. We’ve done the Mont 24-hour bike race every year it has been held, and the Canberra Times fun run, and we’re looking at doing some dragon boating. These physical team events really have a double benefit, and we wouldn’t have done them without Healthier Work.”

Synergy don’t only do physical challenges for Healthier Work.

“We’ve brought in fruit bowls instead of biscuits and had a visit from a nutritionist to speak,” says Phil. “That led up to us doing the Whole Life Challenge every year, and about a third of the firm will participate in any given year. Healthier Work was also the catalyst for us introducing the EAP. We have been light on written policies around wellbeing in the past, but we are now instituting them.

“People enjoy being here and want to be here. We average two to three sick days per employee, per year, and our turnover is very low. Someone left a few months ago, and I took it very hard – I realised that it was because it hasn’t happened much in the last few years!”

