

Team happiness comes first

Independent Property Management – 46 staff

Independent Property Management has extensive and thorough knowledge of the local rental market. The team are skilled negotiators, problem solvers, wealth creators and trusted advisors for their clients in relation to all things property.

While Cleo, the old English sheep dog, is just one – albeit very cute – element of Independent Property Management’s health and wellbeing plan, she’s been a fantastic source of stress reduction and all-round smiles for the team.

“There have been many studies conducted to confirm that dogs in the workplace reduce team member stress levels and promote happier employees and improved culture,” says Grace Hooper, Head of Property Management Growth. “This has certainly been the case in our business.”

Beyond Cleo, the team’s health and wellbeing plan includes F45 training, boxing classes, meditation classes, healthy eating seminars, the CEO sleepout and Ninja Warrior ropes courses.

“We believe the healthier and happier our team are, the better they perform,” says Grace. “We also believe that work–life balance is a critical part of a productive employee.”

With a large team, it’s important for all team members to bond with each other and their managers for overall morale. The initiatives in their health and wellbeing plan help to drive a culture of inclusion, which in turn creates close bonds, which is important for staff retention.

“Our team really enjoys the programs, and their happiness is at the forefront of what we do every day,” says Grace. “The engagement and productivity of the team has increased as a result of a healthier environment.”

To ensure the plan is an embedded part of their calendar, Independent Property Management decided to employ a team member in a ‘people and culture’ role.

“We have found that having a dedicated staff member responsible for driving this has enabled us to add more events to our calendar and allowed us to surprise and delight the team with fun and thoughtful gestures such as celebrating Valentine’s Day, International Women’s Day, Easter and any number of other key dates across the year,” explains Grace.

