

# CHANGING THE GAME IN HEALTH & WELLBEING

## How Grünenthal help employees feel psychologically & emotionally safe at work

Grünenthal recognise and act on the importance of creating an environment in which all employees feel energised at work and able to achieve their best. Wellbeing and operational excellence are critical to creating a culture and environment for employees to thrive.



### THE BACKGROUND

Grünenthal, a global leader in pain management, have invested greatly in understanding how wellbeing impacts their employees both in and out of the workplace. The disruption created by COVID-19 however, highlighted the need to work more closely with employees to understand their individual needs to ensure they have full access to the support and resources available.

Grünenthal's employee feedback showed employees were starting to find it a challenge to switch off from work and difficult to achieve a positive work balance.

With a clear focus, the Grünenthal Group reviewed what was in place from a wellbeing perspective, particularly with regards to communication.



### OBJECTIVES

The team focused on three key objectives;

- Driving awareness and engagement of all health and wellbeing resources available.
- Empowering individuals to challenge the norm in order to prioritise their wellbeing.
- Ensuring employees feel psychologically and emotionally safe at work.



### WHAT WE DID

The Game Changer Collective worked with Grünenthal to develop a wellbeing programme with a difference, enhancing what was already in place and introducing game changing new ideas.

1. Focus on energy for impact The Game Changing (GC) Index® was used to help identify where individuals and teams naturally want to make an impact and contribution in the business cycle. Organisations that align individuals and teams to roles and tasks where they are naturally engaged and energised ultimately end up with both higher employee satisfaction and higher productivity.

### WHEN WE ARE NOT ENERGISED OUR WELLBEING SUFFERS...



“Energy is a sensitive indicator of our wellbeing.

We all need to feel potent in our world and when we're not, our energy changes.”



Dr John Mervyn-Smith  
Chief Psychologist, The GC Index

According to Gallup, employees who are engaged are more productive, with highly engaged teams showing 21% greater profitability.

2. Creating a new role, the Wellbeing Warrior Individuals from the business are committed to fostering, embedding, and promoting a culture that supports positive wellbeing.

The goal was to build momentum around employee wellbeing to ensure it becomes part of the company culture.

A team of Wellbeing Warriors was formed – they are there to drive the importance of wellbeing day-to-day and remind everyone of the support available.



3. The Wellbeing Warriors are being mentored and trained by The Game Changer Collective well-being expert so that they have the skills to improve visibility and increase engagement across the organisation.

Their role is to listen, support, signpost and develop content encouraging everyone to be proactive in terms of looking after their own health and making use of the resources they have access to.

They worked with The Game Changer Collective to develop their own brand, “Well Me”, to create some stickiness and ensure they started to be seen and heard across the organisation.

The team began by carrying out a Health Needs Analysis in order to get a better picture of what's happening and to understand employee's needs better so that they could create a programme of activity to support them.

Alongside this, employees completed The GC Index® so that they could understand their energy for impact and that of their team, helping to ensure they are in the right roles. This was the thread that ran through everything.

They created a programme of activity and series of campaigns to encourage people to make positive change. This included the:

- Holding more effective meetings, focusing on energy for impact.
- Switch off for Summer workshop.
- Work balance workshop.
- Mental health workshop.
- Menopause workshop and guide.

The ultimate goal is to empower and evolve the internal skills and impact of the team to encourage lasting change and truly embed a culture of wellbeing.

Harvard Business School estimates the psychological and physical problems of burned-out employees costs an estimated \$125 billion to \$190 billion a year in healthcare.

### THE IMPACT MADE

The wellbeing workshops together with The GC Index® energy for impact framework has helped individuals understand what energises their teams and individual employees. This supports recruitment and retention of valuable talent. The impact has delivered success in a number of areas:

- Employees are now able to align the natural energies of employees by providing a universal language and framework for how to make an impact to a role, team and/or organisation.
- Employees utilise their team and colleagues much more effectively and embed positive energy across the organisation.
- Meetings are much more productive – they are able to utilise The GC Index® to support effectiveness in meetings.
- Better work balance – employees say they are much more able to switch off after work after attending some of the wellbeing workshops.



“The ‘Well Me’ initiative and The GC Index® framework is really helping energise our team, encouraging them to embrace change and ensure their wellbeing remains a priority.

We have seen a huge cultural shift within our organisation and our team are much happier and more engaged as a result, as we continue to build a psychologically safe environment where our teams can thrive.



Claire Biggs, Organisational Development Lead – Grünenthal

During 2022 employees ability to switch off at the end of the working day increased from 52% to 72%.

### Our programmes

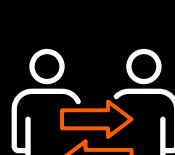
The Game Changer Collective programmes include impactful leadership and insightful team development programmes, transformational coaching, enhancing employee engagement initiatives and much more.



Impactful Leadership Programmes



High Performing Teams



Transformational Coaching



Diversity, Equity, Inclusion & Belonging



Employee Engagement

Are you curious?

Contact [curious@thegamechangercollective.com](mailto:curious@thegamechangercollective.com)