

Aim:

Following a redundancy programme to increase the morale and optimism of employees who were staying at VeriCore, a division of Novartis as well as supporting those who were exiting the business.

Solution: separate workshop programmes

Two groups of workshops were run - one for remaining employees and the other for those leaving to ensure safe spaces for both groups. The workshops were tailor-made with the remaining employees focusing on topics such as confidence at work whereas those being made redundant were given workshops on change and future careers.

Feedback:

We chose LifeClubs because the difference between their strategy and many other employee engagement techniques was that we could choose a number of programmes and then adapt them to fit the culture of our organisation. The content had a practical feel combined with an all-important creative element and offered an opportunity to get to know people as individuals rather than as merely 'someone I work with'...

The working environment is already feeling more positive; you can feel the difference in atmosphere. Communication is set to become more open and we believe this will make ideas flow a lot easier within the hierarchy. We expect our employees' involvement in our company to be increased due to these better relationships. I was surprised that our staff reacted to these sessions quite so positively; I really cannot believe the difference it has made.

Jane Souch, Head of HR at VeriCore as quoted in Employment Engagement Today Magazine