

## **Talk the Walk – Event feedback**

***Please let us know your three top tips for engaging staff in wellbeing initiatives***

### **Communications**

**Good communications & partnerships with the communications department**  
**Convey simple messages**  
**Use as many forms of communication as possible**  
**Promote it well**  
**Actually talk to people rather than emails that do not get read**  
**Focus the same amount of time on communication as on the actual initiative itself**  
**Raise awareness**  
**Promote walking meetings**  
**Give a copy of Muir Gray's walking guide**  
**Provide maps of the local area**

### **Senior Management**

**Chief exec support is essential and ensure that they cascade the messages to the SMT and perhaps add it to the personal objectives**  
**Train line managers in holding difficult conversations**  
**Senior management commitment**  
**Buying in at all levels – senior management mix with other staff**  
**Develop a mediation not rights approach to conflict at work**

### **Incentives**

**Give incentives e.g. extra time at lunchtime**  
**Make the incentives fun**  
**Offer freebies**  
**Make it fun and social**  
**Add an element of competition**  
**Give a reward for participating e.g. free coffee voucher**  
**Run competitions regularly – for the individual or a team**  
**Make it a challenge**

### **Implementing staff exercise**

**Offer sample sessions**  
**Make the locations accessible and easy to get to**  
**Think about accessible shower facilities**  
**Make the activities simple i.e. walking**  
**Make it as easy as possible to take part and engage (take away the fear) – i.e. bikes in stands by the office and Yoga in the conference room after work**

### **Making it happen**

**Find out what staff want and their existing barriers (possibly through staff health survey)**  
**Encourage people to support one another**  
**Have wellbeing champions to encourage staff from day to day**  
**Have flexible working so they can have time in the working day to participate**  
**Use varied approaches to suit individual styles and needs**  
**Take into consideration staff working situations**  
**Monthly reporting of how the initiatives are going (to encourage others)**  
**Bring in guest speakers for lunchtime sessions**