



skye lifestyle

CORPORATE HEALTH & WELLNESS ROADMAP

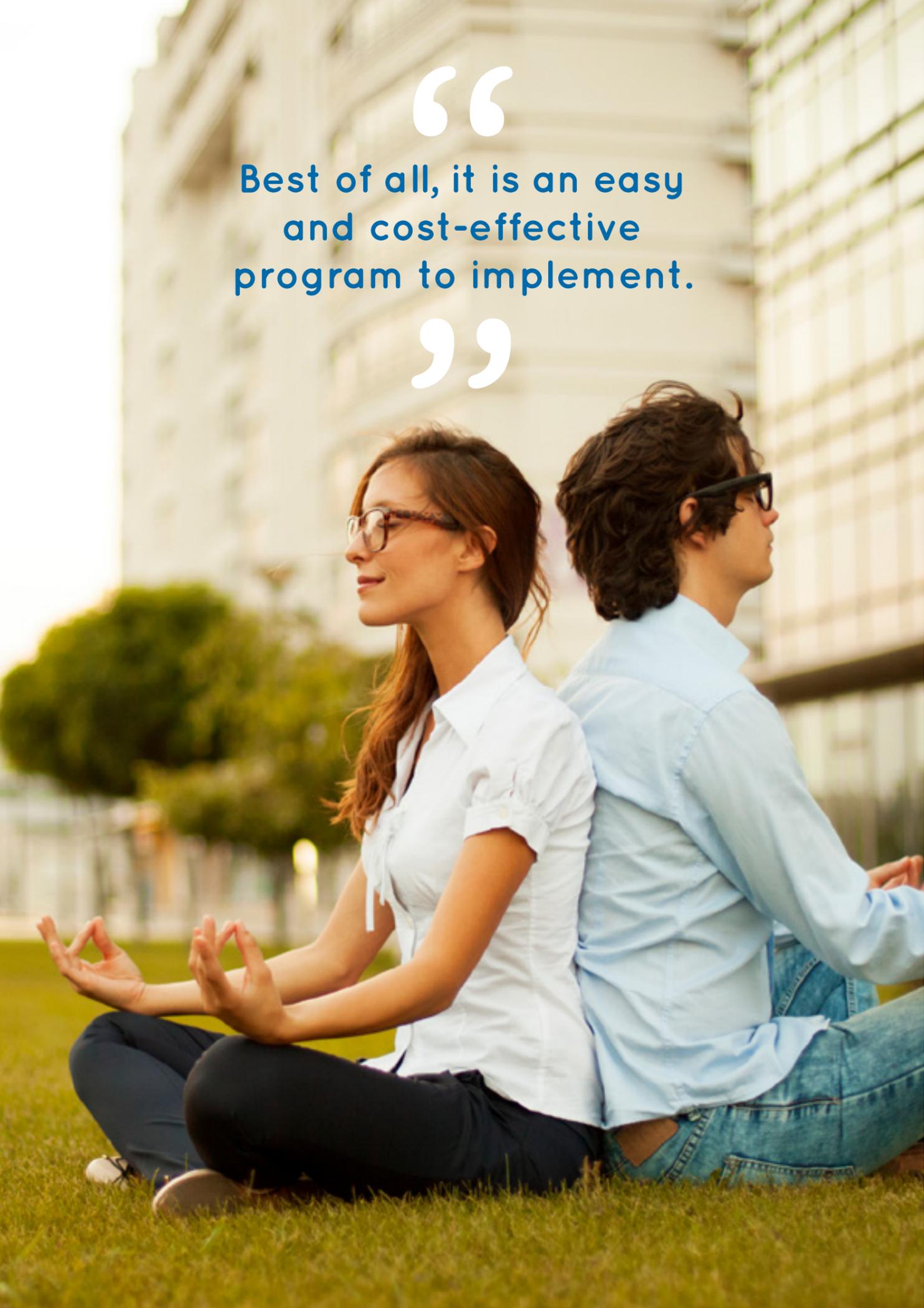
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Introduction

A corporate health and wellness program – made easy

“Burnout is the biggest occupational hazard of the 21st century,” says stress expert and author Christina Maslach.

Workplace stress is impacting companies worldwide, resulting in escalating rates of absenteeism, poor productivity, low morale, increasing worker’s compensation claims, and high staff turnover rates.

According to the latest research it is costing the Australian economy up to \$30 billion a year, a compelling reason for employers to consider strategies to mitigate it.

Maslach, the co-author of *Banishing Burnout: Six Strategies for Improving Your Relationship with Work* says today’s world is a stressful one, and it is important that companies take action now, and integrate a Corporate Health and Wellness program into their workplaces to help employees manage the everyday challenges they face.

Skye Lifestyle can help your company develop a Corporate Health and Wellness Roadmap, which will arm employees with important tools, techniques and life skills to properly manage stress and demanding situations.

Among the strategies we can introduce are on-site courses in Stress Management, Yoga, Meditation and Relaxation. Best of all, it is an easy and cost-effective program to implement.

Skye Lifestyle has a highly trained team nationwide, which can deliver services on-site, making it a quick, efficient and easily accessible delivery of services with a high uptake to a captured audience.

Research has shown that many employees do not have the time or inclination to explore options to manage stress related issues, yet when services are provided in a convenient workplace environment, there is a strong willingness to participate – and reap the rewards.

Skye Lifestyle’s corporate programs have a strong track record. Our courses have helped to reduce sick-leave absenteeism, decrease health care costs, improve morale and productivity, and aid in the retention of staff.

Staff surveys have also found that a workplace that supports stress management through corporate wellness programs also sends a message to its staff that their company cares about them.

Stress in the workplace: A costly \$30 billion epidemic

Stress-related illness is costing companies billions of dollars every year in absenteeism, lost productivity and health claims.

The surge in the number of employees taking time off for mental health disorders and filing stress claims is one of the greatest workplace crises facing Australia, stress expert Professor Maureen Dollard, of the University of South Australia, said.

Stress at work is spiralling out of control, with many employees in danger of completely burning out.

And here are the facts to prove it:

- Workplace stress and long hours is costing Australia more than \$30 billion a year, half the total workplace injury bill, the findings of a Safe Work Australia study released in 2012 revealed.
- The report also found the long-term cost in lost productivity and compensation is worn by employers and the community.
- The Safe Work Australia study revealed that when "body stressing" and "mental stress" are combined, they make up half of the cost of job-related injury and illness.
- The cost of workplace illness among managers and administrators was \$9.6 billion a year, injuries to labourers \$7.9 billion and to tradespeople, \$10.6 billion.
- The study findings were based on an analysis of Australian workers' compensation claims data from 2008/9 to 2010/11.
- In a separate study by the Australian Bureau of Statistics, 2011, the direct cost to employers is \$10.11 billion and, on average, more than three days are lost to stress per worker per year.
- Mental health issues have overtaken physical injury as the cause of the longest absences from work, the ABS report found.
- Absenteeism is a big issue for employers, as is presenteeism, where people come to work but have low levels of productivity.
- In more serious cases, workers with a job-related mental disorder take an average of 10.8 weeks off a year
- More workers are making psychological stress-related compensation claims than ever before, with the national cost of such claims estimated to be \$105.5 million in 2000-2001. Employers and the government are grappling with how to address the problem.
- Mental stress claims are the most expensive form of workers' compensation claim. These claims result in workers often being absent from work for extended periods.

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Mental health issues have overtaken physical injury as the cause of the longest absences from work.

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Dollars and Sense How a corporate health and wellness program can save you money

Work stress is a hot topic. Rates of sick leave are on the rise, productivity is being lost, and more workers are making psychological stress-related compensation claims than ever before, costing companies billions of dollars.

Employers and the government are grappling with how to address the problem.

One solution is for employers to invest in a Corporate Health and Wellness Program.

The Workplace Wellness in Australia report, 2010, funded by PricewaterhouseCoopers, found companies who invested in wellness initiatives, including Telstra and Unilever, saw outstanding results.

They included:

- Organisational performance was 2.5 times better;
- Employee engagement was 8 times higher;
- Creativity and innovation was 3.5 times higher;
- Retention of talent was 4 times higher over a 12 month period.
- Figures from the Australian Bureau of Statistics, 2011, are alarming, showing the direct cost to employers from stress related illness is \$10.11 billion annually, and, on average, more than three days are lost to stress per worker per year.



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Tailor-made courses must be integrated into a workplace and embraced by management and staff over time.

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Corporate Wellness in your workplace What are you waiting for?

Companies, like individuals, cannot approach health and wellness as a short-term solution or as a quick-fix.

Tailor-made courses must be integrated into a workplace and embraced by management and staff over time.

But rest assured, getting started is easier than you think.

In a new worldwide report, 95 per cent of workplaces indicated they are in the process of implementing wellness strategies – yet the stark reality is only 22% of the organisations stated they had taken steps to introduce one.

The 2013 Global Workplace Health & Wellness Report, undertaken by workplace health organisation Global Corporate Challenge (GCC), was designed to gain fresh insight into how organisations approach wellness, and the challenges they face in implementing programs to help their employees.

GCC says 378 organisations from around the world participated in the online survey.

It was encouraged by the enthusiasm of companies to introduce a program – but also concerned at the lack of action.

“The survey has exposed employee participation levels as a primary concern and hurdle for nine in ten wellness managers worldwide,” according to the report.

Has your company established a Corporate Health and Wellness Roadmap?

If not, what are you waiting for?

Taking charge of stress management and burnout interventions with a health and wellness program is paramount, and can further enhance both the psychological and physical wellbeing of employees.

Not only that but a healthy, happy workforce translates to engaged employees and a business culture that thrives.

Skye Lifestyle's programs can offer opportunities for increased physical activity, stress intervention and improved self-care. It can also establish a more supportive social environment in the workplace as employees work towards goals or form yoga and meditation groups.

Wellness Programs

Course outline

At Skye Lifestyle, we offer on-site health wellness programs, making it convenient, accessible to all, and a good use of time management.

We can design programs for groups, executives and individuals.

The classes can take place on-site, or at a nearby park or company gym. They can be conducted before or after work, during lunch time or an afternoon session.

One class a week can make a difference but two classes a week would see the health benefits even further enhanced.

- My nationwide programs run for 10-week courses in relaxation, mindfulness, meditation and yoga, to more structured 6–12 month long strategies.

- Our yoga and meditation based programs are accessible to everyone – they are designed for beginners in mind, although more advanced courses can also be implemented.

- Our aim is to encourage all employees to participate, and we especially welcome people who may have never have tried yoga or meditation. We often find it is these people who see the greatest benefits.

My team of certified, highly experienced and passionate teachers around Australia are specialists in stress management and stress reduction.



The programs we can offer nationwide include:

YOGA

We offer a variety of practices, and feature a hatha yoga form of yoga from slow and meditative to more active and energizing. Classes are adapted to suit the needs of participants. Our teachers provide techniques to enhance flexibility and fitness as well as provide stress

management and focus. Classes include Absolute Beginner's Workshop, and Lunchtime Wellness. Regular yoga practice produces a clear and energized mind, greater focus, and a strong flexible body.

MEDITATION

We can tailor-make programs for your workplace, ranging from daily workshops to six one-hour sessions conducted each week as an Introduction to Meditation. The sessions include the basics of meditation, as well as ways to integrate it into daily life. Participants are taught

a wide range of major meditation techniques, and learn how to implement these stress reducing practices in their daily work and life. This program can also be packaged as a three or six month course – one hour per week.

STRESS MANAGEMENT/RELAXATION

Packages can be designed over ten weeks (one hour per week) to help employees learn how to manage stressful situations, prevent burn-out, and achieve greater focus and productivity at work. The course teaches strategies that can be implemented anywhere when stressful situations arise, ie at your desk, on a flight, or before a meeting. Participants learn to

work with the conscious mind and stay alert, focused and centered on a daily basis. Participants also learn body awareness and how to calm the nervous system. With continued practice, employees learn to reeducate the brain on how to view and handle stress differently.

FITNESS

Group fitness sessions will create a wonderful team building atmosphere. We can add a competitive edge to the classes and pair you up with your team mates to create a great camaraderie between your staff. Skye Lifestyle will meet you at your office or a convenient location at a regular session time that is suitable for employees.

Select from the following extensive options for your onsite group fitness class: Yoga, Chair Yoga, Stretch and Relaxation, Massage, Meditation, Dance, Tai chi, Zumba, Pilates, Running, Boxing, Body Sculpt, Circuit, Kettle bell training and Bootcamp.

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I've been impressed by companies and employers who have embraced my classes in an effort to create a healthier and happier workforce.

Skye Griffiths

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About Us Skye Lifestyle



Skye Griffiths knows all about the challenges and stresses of the corporate world – she was an international executive for more than a decade, travelling the world in her role in the tourism industry.

But at risk of burnout, and suffering the signs of stress, Skye quit her corporate career in 2008 to focus on a more holistic lifestyle.

In doing so, she found a new passion – helping others achieve a healthy life/work balance through yoga, meditation and relaxation.

Skye Lifestyle was founded in Sydney in January 2009, and since then has expanded nationwide, thanks to her team of highly experienced and professional practitioners.

Skye and her team are passionate about their work, which includes teaching yoga and stretching techniques, relaxation and meditation to people of ALL levels and helping them transform their minds and bodies.

"Some people are daunted by yoga or a new exercise technique but my aim is to create an environment where everyone is welcome and everyone benefits," says Skye.

Skye believes that small preventative steps against stress and burnout can go a long way.

"I've been impressed by companies and employers who have embraced my classes in an effort to create a healthier and happier workforce," says the 37-year-old.

Skye completed her Yoga Alliance Accreditation in Santa Monica, California in November 2008 and continues to undergo training in the latest Hatha Vinyasa and Power Yoga techniques in Australia and around the world.

In 2012 she completed the Power Living 'Flow Yoga' Teacher Training course, Level-3 PLAY Teacher Training course, along with an advanced student-assist training to correctly and safely assist her students in and out of postures. She is a qualified 350-hour yoga instructor.

Her team are qualified in Hatha Vinyasa flow yoga, power yoga, Yin yoga, restorative yoga, meditation and relaxation.

Skye's previous job roles include Business Events Manager for Tourism Australia, based in Los Angeles, Business Development Manager at the InterContinental Sydney hotel and Wedding Sales Manager on Queensland's Hayman Island.

She is fluent in Japanese language skills.

Her passionate team of practitioners around Australia are highly qualified 200-hour trained professionals who possess full insurance coverage including \$10m public liability and \$1m professional indemnity insurance and are first aid and resuscitation trained.



Benefits of a Health and Wellness Program

Many companies are starting to realise the enormous benefits of corporate wellness.

By introducing yoga and other mind body programs, companies create a positive, happy, productive and more reliable workplace.

So why should you take advantage of a workplace wellness program?

For management

Research has shown that a Corporate Wellness Program pays enormous dividends.

They include:

- a reduction in employee injuries, illness, absenteeism
- a decrease in healthcare costs.
For example, Coca-Cola was able to save \$500 per employee after implementing a wellness program in which only 60% of the staff participated
- an increase in employee retention and productivity.
- more motivated employees
- increased productivity
- Retention of staff, and lower rates of employee turnover.

For employees

Studies have also shown the tremendous benefits of these activities and programs for employees.

They include:

- A reduction in symptoms of stress, anxiety and depression
- More energy
- Improved memory
- Greater productivity at work
- Weight loss
- Increased flexibility and improved muscle tone
- Deeper, more restorative sleep
- Improved immune system
- Enhance emotional wellbeing and stability
- Reduction in symptoms of depression
- Feeling of lightness and happiness
- Increased mental calmness and peace of mind
- Improved cardiovascular health.

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Classes are in a non competitive and encouraging atmosphere.

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Skye has a very professional and friendly approach and is interested in student's wellbeing at all times.

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Why choose Skye Lifestyle?

Skye Lifestyle has worked with a wide range of corporate clients to bring the many scientifically proven benefits of yoga, meditation and relaxation into the workplace.

At Skye Lifestyle, we are aware that employees are the foundation of a successful company – and therefore it is our aim to offer personalised on-site health and wellness programs that make it easier to live a healthier and happier life.

- We teach skills in managing stress. We offer intervention techniques to avoid burn-out. And we aim to remind employees how to maintain a healthy work/life balance.
- The benefits of our stress reduction and wellness programs are measureable, practice-proven and deliver many health benefits.
- Our programs have proved extremely popular, and during the past five years have been embraced by multi-national companies including Kelloggs, Seven Network, NUAA – NSW Users and Aids Association and the National Film and Sound Institute.
- We aim to establish a well-designed year-round strategy that incorporates a variety of activities, including yoga, relaxation and meditation
- We listen to employees, and create programs that are simple yet interesting.

- Our programs focus on prevention of costly and common health issues.
- Our programs focus on implementing strategies to cope with stress, and teach methods change behaviour long term.
- Our business sense, passion, wellness knowledge and results-driven focus make us a great partner.
- We customize programs and content based on the company's needs, and relevancy.
- We offer a wide range of programs – from beginner to more advanced - that appeal to all demographics within the workforce.

Please note, we have something for everyone.

Finally, we measure results. Our employee surveys and feedback from our corporate clients rank yoga, relaxation and meditation among the most popular and effective wellness programs to date.

Testimonials



"I used to spend a lot of time and money with a chiropractor but I no longer need it now that I'm a regular to Skye's class in our office." Kellogg's Australia executive

"I've been attending Skye's weekly classes at our office yoga class at Kellogg's for the past year and I've noticed a tremendous difference in my posture, muscle flexibility and ability to cope in stressful situations. Skye is passionate about ensuring our class is well taken care of and always provides different options for the various student levels. Her experience and enthusiasm is part of the reason the class is such a success, as is clear with her long term expertise at our office over the past 4 years. Thank you, Skye."

Jess Barros | Kelloggs Australia



"The team feels valued, well cared for and looked after."

I first met Skye at one of her weekend yoga retreats at Q Station Manly and felt the immense difference in my body after just one weekend. My body was open and my mind was reset, and it was clear to me that my team at work would greatly benefit from a weekly class with her.

As good health is a priority in our office, and we work in a highly stressful environment, I discussed with the team the benefits of a class and assessed interest. Our goal was to create a healthy space each week so that we could work together as a team to reduced sick days, strive to get a better life/work balance and develop a better coping mechanism to handle stress.

Skye started with us about 2 years ago. We could not believe the profound difference in our bodies right from the start. Many of our team have suffered from injuries over the years and

each one of us have found wonderful benefit in a weekly class. Benefits such as improved posture, increased energy, our ability to stay calm and breathe, and an overall improved sleep pattern.

We can all see that it is a valuable asset having Skye come to us on a weekly basis and we are fortunate to use a beautiful light filled community hall located conveniently up the road from our office as our studio. It is great to be able to get out of our office and have some time elsewhere to focus on ourselves together as a team.

Nicky Bath | Chief Executive Officer | NSW Users and AIDS Association (NUAA) – weekly corporate class



"Skye creates an enthusiastic work environment."

"I first met Skye at her Paddington class on Saturdays and I was so impressed with her that I invited Skye to teach at my workplace. Colleagues enthusiastically attend and we are coming up for a two year anniversary. It is always a pleasure to spend an hour experiencing Skye's exceptional teaching.

Over the years I have attended a number of yoga classes with various styles of teaching. For me, Skye has been the best on all levels.

I love Skye's encouraging teaching method as she instructs with a fine balance of a good workout without pushing students into discomfort.

The relaxation at the beginning and end of the class is a fine way to complete each class and return to the world refreshed and energised.

Skye has a very professional and friendly approach and is interested in students well being at all times. For anyone wanting to improve their health, I cannot recommend Skye too highly."

Annie Mathieson | National Film and Sound Archive of Australia – weekly corporate class



"Led us with grace and patience"

"I first met Skye Griffiths after making the winning bid on two private yoga classes (to be held in my own home) at a charity function.

Getting on for a year later, Skye has become a weekly part of my own and my partner's efforts to keep ourselves healthy – in body and mind – as we both have pretty pressured jobs and are not getting any younger. She has led us with grace and patience through more than the basics of yoga, never pushing us further or more quickly than we are ready to go. As a result I feel we have made steady and rewarding progress, and have both started to feel comfortable and competent in our yoga practice, understanding its intentions, even a little of the philosophy that underpins it.

I now very much feel I could enter a larger yoga classroom with confidence, without fear of embarrassing myself (not that competition or embarrassment play any part in yoga, as Skye will tell you), but for the time-being and the foreseeable future I'm very happy to pursue the benefits of the one-one-one attention that a private lesson ensures."

Anthony Ellis, Script Producer | SEVEN Network – weekly in home private class

"I felt really well looked after"

The weekend retreat has inspired me to take up yoga. My body aches have lessened and I felt really well looked after as a new student to the class."

Mark Hale – participant at Q Station Manly Yoga Retreat, 2010



GrainCorp

"A great experience"

As our conference was based around work/life balance a Yoga session was a must. We work in a Trading environment that can be very stressful at times and learning to breathe correctly in order to relax the body as well as relaxing the mind was a great lesson.

The yoga positions were aimed to suit all abilities and it was fantastic to see everyone put such an effort into the class. I was initially concerned about how some of the group were going to take a yoga class but they loved it.

Thanks to Skye for her ability to work with a large group to suit the theme of our conference. A great experience."

Kayla Le Cornu, Operations Manager | GrainCorp Operations Limited. July 2011 – corporate strategy and planning day

"An enjoyable one hour"

"Classes with Skye have enabled me to discover the great benefits that yoga has on my flexibility and relaxation. Her classes are in a noncompetitive and encouraging atmosphere, yet it is an enjoyable one hour with a well designed sequence of exercises that will stretch all muscles.

And you will feel the class in your body over the next two days! I would definitely recommend Skye as a yoga teacher"

Heri Bustamante – weekly yoga student

Keys to making your corporate wellness program a success

So how do you introduce a Corporate Health and Wellness Program that is effective, efficient, scalable and goal-oriented?

Firstly, the program and its activities should be simple. It should be simple to promote – and it should be easy for employees to implement into their everyday work lives.

At Skye Lifestyle we have several steps to help you create this type of cultural change within your workplace – and they are simple enough for you to start taking immediately:

- Establish a well-designed year-round strategy that incorporates a variety of activities;
- Create programs that interest and excite employees – and keep it simple;
- Implement an effective, well-executed communications plan to keep employees informed and educated;
- Create Meaningful incentives that drive employee engagement;
- Evaluate results, and track progress.

Measurement and ongoing support

Ideally, participation in the program should be measurable – and at Skye Lifestyle we do that. We track progress, and provide staff surveys and progress updates. You can't manage what you don't measure.

Other considerations to ensure a successful implementation of a program include:

- Encourage and gain senior executive support;
- Choose corporate wellness initiatives that address risk factors and cater to staff needs;
- Create a supportive culture that values corporate wellness and celebrates and reward wellness achievement;

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Our aim is to encourage all employees to participate, and we especially welcome people who may never have tried yoga or meditation.

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Locations

Our corporate health team conducts all our wellness programs, seminars, seated chair yoga sessions and conference events services Australia wide.

Call our head office to arrange an appointment in your nearest capital city.

Contact us

To submit a request to Skye Lifestyle please email skye@skylifestyle.com.au or call Skye on **0400 647 236**.





skye lifestyle
health - wellness - yoga

Skye Griffiths

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