

How to build exercise in as a daily job routine ... a little story from real life

SPORTVISION2012

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Agenda

- The short version: Just do it!
- Our objective with the daily physical activity
- Who are we ?
- Physical activity, How it is done at AXA Power ?
- 6 pieces of good advise about physical activity at the workplace everyday and for everyone
- How did we get started, and how has it developped?
- Does the physical activity work and is it economical feasible?
- Future development

The short version: Just do it!

Facts

- Everybody agree - 30 minutes of exercise per day is healthy

Our point of view

- It is waste of resources and money to measure on that

Best advice about exercise

- Just do it!
 - get started. It has to be a free choice during work hours

Our objective with the daily physical activity

- 30 minutes of physical activity per day in average
- Sickness absence already below 2%,
only objective is to maintain that

Who is the manufacturing company AXA POWER ?

- AXA POWER is a manufacturing company with 65 employees
- AXA is specialized in development, manufacturing and sales of
 - Air Condition/PCA for aircraft
 - 400Hz ground power units/power supplies for aircraft



Who am I ?



Henrik Olsson

Born 1961

General Manager of AXA Power

Employed with AXA Power since 1984

Started running 30 year old

Since then ½ hour running in the morning

Started later to bicycle to work 2 x ½ hour

....and now also exercise with AXA Power

Physical activity: How is it done at AXA Power ?



INFO

Fra den 2. marts 2009 er AXA Power lukket for varemodtagelse og vareafsendelse i tidsrummet fra 10.45 til 12.15

As of 2nd March 2009 AXA Power is closed for receipt and delivery of goods between 10.45am and 12.15pm

Vom 2. März 2009 können zwischen 10.45 Uhr und 12.15 Uhr bei AXA Power keine Waren empfangen oder ausgeliefert werden.

Du 2 mars 2009, AXA Power est fermée pour la reception ainsi que pour l'expédition de marchandises entre 10H45 et 12H15

Со 2го марта AXA POWER закрыта на прием товара с 10.45 до 12.15

- We close the company at 10.55
- Exercise from 11.00 to 11.30
- From 11.30 to 12.00 lunch and shower/change, flexible order
- After 12.00 the company opens again
- Much more difficult to imagine how it can work than just doing it

I.e. we have relaunched the main lunch break from our school days

- Get outside ½ an hour
- Do exercise together
- Have a healthy lunch

6 pieces of good advise about physical activity at the workplace everyday and for everyone

- Do exercise during work hours
the most **important** single factor, that with one stroke removes all bad excuses for not getting the daily exercise done
- It has to be for everyone, the elite can take care of themselves
(Remember 80% of the effect comes when you get up and move for 30 minutes)
- Forget about physical test and weight, the results will come and are visible for all
- No force. The free choice works and motivates
- One team, do not break up, that will weaken the team building
- It has to be everyday, the good daily habit is the driver that keeps the ball rolling

How did we get started, and how has it developed?

- All in the team were willing to exercise 30 minutes per day but had 150.000 bad excuses not to get it done
- The idea was presented in our SU (works committee) before the exercise activity was launched. It was actually treated like any other decision how we can enhance our well-being at the workplace
- We arranged a couple of study tours to other companies, we experienced that they measured a lot, but it was the responsibility of the employees themselves to get some exercise
- The result was, that we decided to use all our resources on the daily physical activity
- After this decision we informed the entire AXA Power team about the new activity
- The enrollment was a free choice, and the choice was between:
 - Walk/Power Walk
 - Running 5 km every day
 - Running 10 km every second day
 - Cycling

How did we get started, and how has it developed?



- Start date was March 2nd, 2009
- 2 modules: March till June and again August through to October
- Extremely important that new activities do not slowly die
- Already before the summer holiday, we saw the success, so we continued through the summer as well
- Evaluation in October, all team member were participating, i.e. we decided to continue
- Heard on the team in autumn:
"We continue in the winter right ?,
during winter it is even more important to get out and get some daylight and fresh air every day"

How did we get started, and how has it developed?



- Started with walk, power walk, run and cycling
- Developed pretty fast also to football/soccer
- Michaels unofficial running school on Thursdays
- Some team members started on training programs (Walk some days & run intervals other days)
- After a short while everybody knew who walks or runs and with what speed and hence which group fits ones fitness of the day
- Some exercise ½ hour per day, others 1 hour every second day
- Suppliers, customers and visitors get the offer to participate, which they often decide to do

Does the physical activity work and is it economically feasible?



All team members leave the job every day with a clear conscience

Immediate feedback, the best fringe ever
Especially walkers are positive, their alternative is no exercise at all

Without doubt, it creates joy in the team,
just notice all the smiles every day



Team spirit, team activity every day
Important with one team.

The glue that keeps the team together,
teambuilding, never ending team event

Does the physical activity work and is it economically feasible?

- Yes, we get the same done as before
- 7,5 hour with surplus of energy is better than 8 hours, with a couple of sloppy hours
- Attracts and not at least keeps employees on the team,
Heard from a employee interview: "AXA is a complete package"
- 2011 was an All Time High year
 - All time high revenue
 - All Time high operating income
 - And on top of that we do ½ hour paid exercise during work hours

- Continue the good daily healthy habit
- Further inspiration seminars about healthy food, exercise, sleep and handling of stress
- Keep giving the employees healthy choices, that they can choose and hence keep taking small steps in the healthy direction
- Latest news – Kayak team
- Remember :it takes at least 21 days to change a habit
- More realistic: it takes 6 to 12 months ...
- Give it time, keep the discipline

Just do it!

