

“Relaxation and sleep are a part of one’s private life but have a direct effect on work performance.”

Werner Schneider, Head of Personnel and Organisation, AEK Energie AG



## Always relaxed and prepared for new challenges.

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The Solothurn energy provider AEK, an important employer in the region, is aware of the role motivated, well-trained employees play in its own success. This is why the internal further education programme is prepared each year and contains not only purely technical courses, but also courses to promote personal development. Therefore within the scope of the WHP programme “Bleib A(E)KTIV” (remain active) various fit im job modules are offered, including the module relaxation & sleep management.

Structural changes and impending challenges in the liberalised energy market are always associated with increased workloads, and therefore also with impacts on motivation, performance and ultimately on health. Absenteeism, stoppages and departures become more frequent. Here it is necessary to form effective counterpoles: no strain (performance) without relaxation (regeneration).

### **The fit im job relaxation & sleep management module**

This seminar, which has been developed by experts and has the best relaxation methods, can be individually adapted and is easy to learn. The special “improvement of sleep quality” results in measurable sustainable stress management and balance and a positive attitude. It was developed in association with the Institute for Sleep Research. The benefits for the participants are considerable:

- Able to realistically assess their own stress potential.
- Know immediate relaxation measures which particularly appeal to them personally.
- Know the key factors influencing healthy sleep.
- Able to develop their own action plan.

Implementation is then reviewed in a follow-up session.

### **A stress-screen guarantees objective results**

In order to obtain an objective analysis on stress and the ability of the body to regenerate, at the start and in the follow-up of the programme a stress-screen is carried out, which was developed in association with IABC, the Institute of Applied Biochemistry.



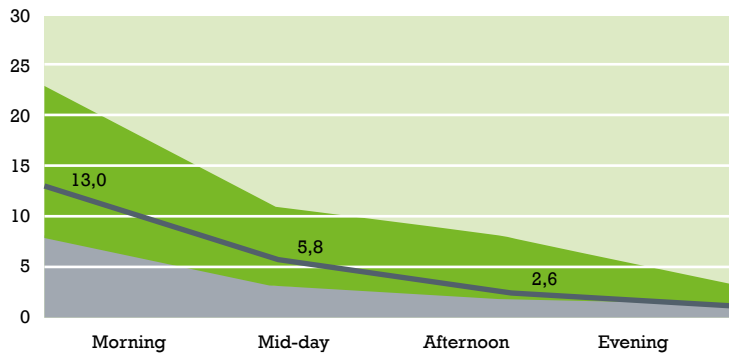
With stress pilot  
the stress flies by.



case

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**Cortisol day profile from saliva samples**



The cortisol profile is optimal when the slope of the day curve is within the slope of the green segment in the middle. However, if the cortisol level rises in periods of stress at night, the consequence is insomnia.

### A stress pilot for active prevention

An essential element for preventing stress is the use of scientifically recognised heart-coherence training. When in a state of coherence the regenerative part of our vegetative nervous system is very active and we are able to generate new strength.

The 'stress pilot' communicates to employees new strategies for dealing with stress and teaches them how to activate their "inner brake" at short notice.

To guarantee immediate implementation and sustainability the 'stress pilot' including hardware and software is therefore included in the seminar.



### Measurable improvements for 2/3 of seminar participants

Six months after the seminar in the half-day follow-up course improvements were measured for 2/3 of all participants in the areas of ability to regenerate, switching off after leaving work, separation from stress factors which cannot be influenced, and sleep quality, and recorded conclusively in a sustainability report.



**Company**  
AEK

**Number of participants**  
180 employees

**Starting position**  
As well as its purely technical courses, AEK Energie AG also wanted to offer its employees courses to promote personal development.

- fit in job solution**
- healthReport®
  - Exercise & nutrition management
  - Relaxation & sleep management
  - Health portal – fitimjob-online®
  - Pedometer event – pedometer®

**Resultat**  
2/3 of all participants were able to identify improvements in the area of relaxation and regeneration.