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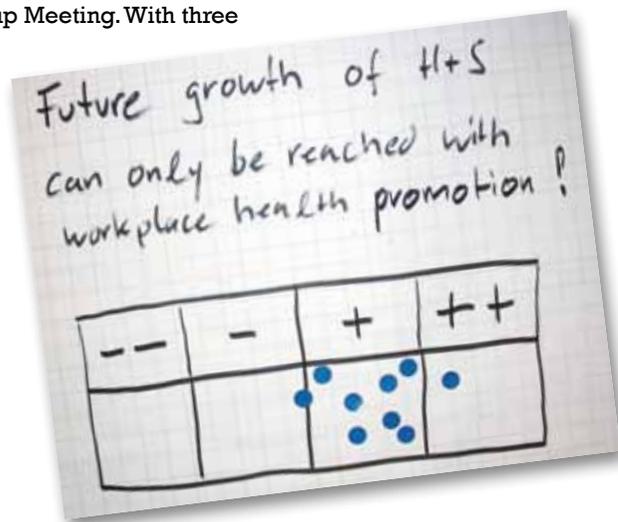
“The most motivating thing of all was that it was people who spoke to us – even the nutritionist was anything but from another planet.”

Paul Nagel, Head of Personnel, HUBER+SUHNER Switzerland AG

# International Health Conference in Herisau and Pfäffikon.

The Swiss manufacturing company HUBER+SUHNER, which has 18 sites worldwide, has been offering its employees in Switzerland annual health events since 2003, from mineral water events, to health weeks and to prevention workshops. This has been a success, so the group's management therefore decided to tackle the issue more intensely and for the first time on a global scale, and declared health the annual international theme for 2008.

fit im job was commissioned to jointly work out an internationally practical programme with the HR department. The official start for the actual health promotion programme was the annual HUBER+SUHNER Group Meeting. With three workshops on exercise, nutrition and relaxation in everyday working life, we managed to raise awareness among the group's management and the managers of each individual national company and unanimously convince them of the concept.



## The goal was for HUBER+SUHNER to be “in balance” worldwide

Particularly with larger companies it is of benefit to create a label as an initial measure for workplace health promotion which stands for all health-related activities. These activities would therefore have a “face”, and based on experience would automatically obtain greater acceptance.

In each country a person was nominated who was responsible for the health promotion programme. The Balance Managers from Sweden, the USA, Germany, Denmark, Malaysia, France, Great Britain, India, Poland, Brazil, China and Australia met their Swiss colleagues during a two-day Workplace Health Promotion in Herisau. After the training everyone had developed a concrete action plan for their respective country.



Living up to being the role model.



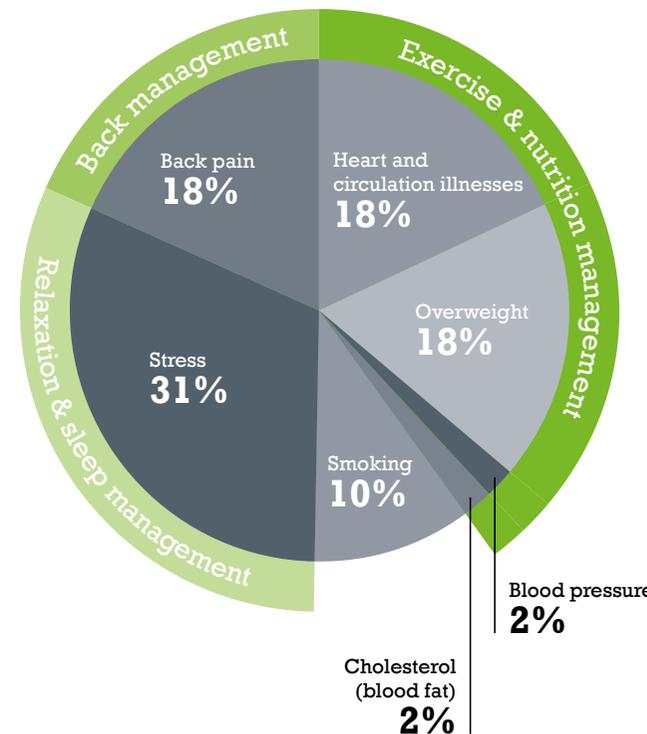
## Swiss managers lead the way and provide a good example.

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Particularly in a production-focussed company such as Huber+Suhner it was clear that health promotion had to primarily be done by the managers; research shows that the success of a broad health programme is significantly influenced by the behaviour of management and supervisors. As a result all 148 members of management took part in mandatory, half-day kick-offs, where awareness of their central role as a leader and also their own health was raised.

### Identify areas of risk and set priorities

The subsequent health survey enjoyed an excellent feedback of 88,5% and produced the following potential:



Potential for intervention with corresponding fit im job modules.

You only take 3,000 to 4,000 steps in the office every day.



In production 18,000 steps are taken or over 10 km, enough to keep the metabolism fit.

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## World Step Challenge.

The package of measures was launched with the 'Pedometer event – pedometer<sup>®</sup>', one of the most effective health programmes. 10,000 steps per day result in a verifiable improvement in metabolic fitness, reduced heart and circulation risks, better concentration and stress resistance, more peaceful sleep and a reduction in cases of depression.

### Each step pays off for an aid organisation

With the international "HUBER+SUHNER Step Challenge" every employee worldwide collected money with each step for a charitable organisation. The success of the challenge could be followed on the website which had been especially set up for this purpose – 1,062 participants took in total 160 million steps and in so doing walked



Performance review: The number of steps could be entered in the personified web portal.

2.8 times around the world! The calory consumption soon became a minor matter. Suddenly there was a desire to take more steps. The notoriously idle used the stairs instead of the lift. The subsidiaries in Denmark and Sweden had a battle between each other. And a new feeling of togetherness emerged which spread across national borders.

### AEPS prize the highlight

Workplace health promotion at Huber+Suhner is a success story: 2/3 of the workforce was inspired and actively participated. Huber+Suhner was also awarded first prize for "Health in the workplace 2008" by AEPS (L'Association Européenne par la Promotion de la Santé) and received the proud sum of CHF 15,000. World Championship in walking.

The pedometer<sup>®</sup> records every step.



**Company**  
HUBER+SUHNER

**Number of participants**  
3,500 worldwide

**Starting position**  
HUBER+SUHNER defined health as the annual theme for 2008 in order to make the well-being of employees a priority.

**fit im job solution**

- Health survey among managers (healthReport<sup>®</sup>)
- Training of persons responsible for WHP for each national company
- 12 kick-off events for over 800 employees
- Pedometer event – pedometer<sup>®</sup> with additional charitable aspect

**Result**  
Although the kick-off events were on a voluntary basis, 2/3 of all employees took part. And they now want more.