Helping a remote workforce to shine offline

"Some of the most useful training I have received"   "Amazing"   "Brilliant!"
"I would be shocked if people came away not feeling better about things"

the programme

- In 2019 Shine Offline rolled out a Digital Wellbeing and Management training programme for a department of a global professional services firm (one of the Big 4)
- The focus was to support staff to manage digital technology within a flexible culture
- The programme comprised of in-room learning, webinars and bespoke aftercare supporting behaviour change

the participants

- 556 employees trained in 15 groups in London, Manchester, Birmingham and online

the problem

Productivity & focus

82% agreed digital distractions impair their ability to work at their best

Mental wellbeing

73% agreed technology causes them stress and overwhelm

Managing stakeholder expectations
Many reported a percieved expectation of always being available and responding to digital communications immediately. As virtual workers feelings of guilt were common – "I'm not physically present so need to be digitally present at all times"

the impacts

85% using what they learned to improve their focus at work

"I'm not having the constant 'ping' which interrupts work flow"

1 in 2 felt productivity had increased

"I now only check emails at regular intervals which gives me time to concentrate on getting tasks done without interruption"

89% using what they learned to protect their work life balance

"I have learned to switch off at the weekend and later in the evenings"

91% felt that their employer cares

"I feel valued that health & wellbeing means so much"

62% reported improved wellbeing

"The training showed me the organisation is committed to ensuring we work better and look after our wellbeing and that of others"

77% wanted further training and support

92% agreed colleagues would benefit from the training

"This training should be compulsory for all staff including partners and directors"