



Industry : Technology
Employees : 1,800
Location : Dublin



health & wellbeing challenge

Since first setting up in Ireland in 1985, Microsoft Ireland has grown from 100 employees to 1,800 today. As an organisation, its mission is to empower every person and organisation on the planet to achieve more. This includes ensuring Microsoft's own employees are equipped with health and wellness information and benefits that enable them to do their best work.

Microsoft tasked laya healthcare to design a dynamic Health & Wellbeing programme that fulfils the needs of its growing team, one that evolves and adapts to the different requirements of its 1,800+ employees going through various work and life stages.

proudly part of 

looking after you always

The answer to Microsoft's challenge is Thrive, laya healthcare's Health & Wellbeing solution that empowers employees to live and be better, every day. 'Thrive' literally means to grow strongly and vigorously - to prosper.

Microsoft and laya healthcare worked together to customise Thrive into a bespoke Health & Wellbeing solution for Microsoft, known as Fuel Your Everything.

It's a dynamic and far-reaching Health & Wellbeing programme that helps Microsoft Ireland's growing team to enhance their mind, body and life, every day. Laya Healthcare uses data analysis techniques to tailor solutions to the exact needs of Microsoft employees. Fuel Your Everything is underpinned by Ireland's largest team of clinical experts who are at hand to design, manage and support employees at Microsoft Ireland.



solution

The stand-out programme is built on three pillars

Fuel Your
mind

Fuel Your
body

Fuel Your
life

Employees are empowered to fuel their everything in three key ways:

1

wellbeing
programme

Weekly classes can be booked online and are updated regularly including: Mindfulness and sleep seminars, Mental Health First Aid training for managers, fitness, nutrition, financial fitness classes, peak performance and parenting workshops. Providing healthier food choices at work has been hugely successful (in partnership with a leading healthy eating management system for employees called Food Choice at Work), improving the overall health and wellbeing of Microsoft employees.

2

wellness
centre

Providing preventative health screenings including laya healthcare's free cardiac screening benefit HeartBeat, and convenient on-site access to quality medical treatments like a registered Physiotherapist, Dentist, Optician and Dietician is hugely valued by Microsoft Ireland employees. The holistic offering also includes a nail bar, blow dry bar, barber, reflexologist and masseuse, all available on-site. Two treatments a month are offered free to employees, and this has proved to be hugely successful.

3

fitness centre &
classes

Managed by laya healthcare, a 24 hour gym on-site provides a selection of 27 exercise classes a week, available at convenient points during the work day. Offering the latest in fitness equipment, Microsoft Ireland's gym has been a resounding success with a 211% increase in gym membership achieved in six months!



What's mental
health first aid?

As part of their Mental Health Strategy, Microsoft Ireland tapped into laya healthcare's experts to deliver two-day training sessions for over 100 People Managers, equipping them to address mental health issues in the workplace, and where appropriate, deliver immediate care to any colleague who is experiencing mental health issues. Feedback from employees has been resoundingly positive.



results

Microsoft Ireland has seen a “dramatic” increase in workplace wellbeing since the launch of Fuel Your Everything, with over 11,500 engagements in the last 12 months.

211%

Year-on-year increase in on-site gym membership, with a significant increase in physical health scores among employees.

Innovation

Innovative new strategy relating to Mental Health for employees.

Health Checks

Extensive roll-out of health checks for all employees including HeartBeat screening and flu vaccinations.

260%

In 12 months, there has been over 10,000 registrations for health and wellness seminars, wellness centre treatments and free gym classes. This equates to a 260% year-on-year increase.

refresh

Constant refreshing of offering for employees. Most recent examples include ‘First Aid for your children’ and ‘how to care for elderly parents’.

4kg

5cm

Huge success on the back of healthy food choices at work, with participating employees losing 4kg and a reduction in waist circumference of 5cm.

Awards

Shortlisted for national awards:

- HR Leadership and Management Awards
- The CIPD HR Awards
- The National Workplace Wellbeing Awards (IBEC)

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Microsoft Ireland are progressive and collaborative in their approach to Health & Wellbeing and embraced our innovative approach to **connected health** from the very outset. Always open to new ideas, they’re ambitious in respect of what they want to achieve and are incredibly smart in engaging their employees to maximise their health benefits at work.

Mental health is a huge focus for them and they are committed to destigmatising this major issue in the workplace. As their partner, it’s incredibly rewarding to see the results pay off in terms of achieving a healthier, happier team that feels more supported.

Joe Sherlock,
Corporate Sales Manager,
laya healthcare



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Our Health & Wellbeing Programme, tailor made for us by laya healthcare, helps our team every day to find a real sense of purpose in their work with us. We have successfully created a thriving community that empowers our team and engages them to be healthier and supports their wellbeing.

Laya Healthcare really delivered for us and their passion, creativity and responsiveness shone through at every turn. With laya healthcare, we have achieved an impressive breadth and scale in our health and wellness offering to employees.

Brian O’Donovan,
Senior HR Manager, Microsoft Ireland



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Find out today how laya healthcare can help your team improve their Health & Wellbeing.

For a free consultation, please contact us today:

☎ 1890 907 076

✉ corporatebusiness@layahealthcare.ie

🌐 www.layahealthcare.ie

thrive
health & wellness
— by laya healthcare —