

Industry
Employees
Location

Telecommunications
1,300
Leopardstown, Dublin




health & wellbeing challenge

Vodafone Ireland wanted to provide the most standout employee wellbeing programme in the country, and they turned to laya healthcare to create an inclusive and high-energy Health & Wellbeing programme that would deliver for their 1,300 employees.

As an organisation, Vodafone Ireland believes that when its team are physically, mentally and emotionally well, they perform at their highest level and work brilliantly together to turn Vodafone's vision of pioneering Ireland's Gigabit Society into reality.

A fast-paced and vibrant place to work, Vodafone Ireland recognises the importance of maintaining a good work-life balance and has successfully created a compelling company culture that enables this. This ethos is also reflected in its Health & Wellbeing strategy, designed in partnership with laya healthcare to offer the most relevant supports, resources and tools needed to juggle the demands of a busy workplace and meet dynamic challenges outside it too.

proudly part of 

looking after you always

The Vodafone Ireland Health & Wellbeing strategy is founded on three pillars:

think well

Emotional wellbeing, financial wellness and finding a digital balance

live well

Physical fitness and nutrition

feel well

Health, beauty and community

The answer is Thrive, laya healthcare's Health & Wellbeing solution that empowers Vodafone Ireland employees to live and be better, every day. 'Thrive' literally means to grow strongly and vigorously - to prosper. Thrive Health & Wellbeing by laya healthcare helps Vodafone Ireland's high-performing team to thrive at home, at work, physically, mentally and emotionally, in body and in mind.

All Thrive programmes are underpinned by Ireland's largest team of clinical experts who are at hand to design, manage and to support employees through their Thrive journey.

To support the three pillars, Vodafone Ireland provides the following on-site services:



wellness centre

The Wellness Centre is located at the entrance of Vodafone Ireland's impressive building and is a lively and busy gateway of health and wellbeing activity. The vibe is deliberately more like a stylish health spa than a corporate space and consists of a **state-of-the-art gym**, managed by laya healthcare on behalf of Vodafone Ireland, and a peaceful **Thinkwell** room used for chill out time, workshops and classes such as pilates, yoga, mindfulness and meditation.

In addition, there are two **consultation rooms** for treatments such as massage, reflexology, physiotherapy, podiatry, beauty treatments and nutrition advice. This allows employees to take time out of their busy workday and treat themselves to health and beauty sessions just steps away from their desk. Dentistry and Optometrist services will soon also be added.

solution



vodafone gym

The gym at Vodafone Ireland is an impressive space, with all the equipment and resources needed for a fun, effective workout in a short amount of time - perfect to suit the fast-paced working lives of employees.

Everyone who joins gets a free personal training session to help them get started, and they can take part in at least 14 free fitness classes per week.

Depending on whether someone wants a quick cardio session, a High-Intensity Training (HIIT) workout or just wants to focus on weights, the spacious gym located in the Wellness Centre has all the latest equipment to hand, along with a team of qualified Personal Trainers to offer advice and guidance. A diverse range of gym classes includes TRX suspension training, Pilates, Combat Conditioning, Personal Training, Mobility, Circuit Training and High-Intensity Training.

One in three Vodafone employees actively use the on-site state-of-the-art gym on a weekly basis. This has more than doubled in the past year, and shows the progress Vodafone Ireland is making in embedding Health & Wellbeing into the daily working lives of its team.



solution



thinkwell: mental health

Mental health is increasingly a priority focus of the Health & Wellness Strategy at Vodafone Ireland. As the barriers between work and home life continue to blur, employees want to learn more about how they can improve their mental fitness and agility. As a result, Vodafone in partnership with laya healthcare, created a programme called Thinkwell.

The programme helps foster a company-wide culture that empowers employees with a wide range of practical advice, resources, tools and techniques to improve mental fitness and wellbeing. Holistic in its approach, Thinkwell includes preventative mental health tips including advice on how the mind works, how to achieve 'digital balance', how to manage energy levels, how to build mental resilience, financial wellness and healthy nutrition.



thinkwell app

Vodafone Ireland rolled out a complementary software solution that supports its Health & Wellbeing agenda, offering tailor-made Personal Training programmes and a wide range of health and wellbeing tips to employees who can't make it down to the Wellness Centre in person.

Mental Health First Aid Training is provided for people managers, to help them be as confident having a conversation about mental health as they are about physical health.



healthscore

Vodafone Ireland values the importance of robust data and metrics to help drive decision-making and its approach to Health & Wellbeing. Recently it introduced an insights-led innovation called 'HealthScore'. HealthScore is a quick online assessment tool designed and managed by Thrive Health & Wellbeing by laya healthcare. It allows individuals to evaluate their personal level of health and how their lifestyle choices may be impacting it.

HealthScore allows Vodafone to highlight valuable trends and insights, giving the business an accurate baseline that can be compared to national averages and industry norms so that Vodafone can adapt its programmes and measure Health & Wellness progress into the future.



member app

Laya Healthcare has designed a member app that allows the team at Vodafone to use and benefit from their membership 24/7 whenever they're online. Using the app, the team can submit their everyday medical expense claims anytime, and find their digital membership card at a glance. They also have access to a personalised Member Area online where they can check their health cover immediately and more.



A desire to drive innovation and competitive edge through organisational culture has resulted in a strong focus on health and wellbeing at Vodafone Ireland, which is now very much at the heart of the company's operations.

Irish Times



results

Vodafone Ireland has made fantastic progress in the area of Health & Wellbeing since it first announced its partnership with laya healthcare in 2015.

20k

Attendances in the Wellness Centre using the various services on offer.

1 in 3

Vodafone employees actively use the on-site gym at least weekly, more than doubling in a year.

Think Well

Excellent engagement and attendance at a wide variety of successful activities under the 'Think Well' pillar last year ranging from Mindfulness programmes, on-site talks with ambassadors such as Bressie and webinars based on a wide variety of topics designed with the needs of the team in mind.

4k

Live Well: Over 500 new gym inductions/ re-assessments and over 4,000 attendees at the free weekly classes.

Diet

Successful collaborations with Vodafone's catering team to develop health-themed menus to align with World Diabetes day, World Mental Health Week and Healthy Heart Week.

1,200

Appointments with on-site wellbeing services including a barber, beautician, physiotherapist and reflexologist.

800

Employees use the Thinkwell.ie app each month.

5 yrs

Vodafone recognises Health & Wellness as a key offering in its 'Employee Value Proposition', and this was echoed when Vodafone was recognised for the fifth consecutive year as one of the Best Large Companies to work for in Ireland in the Best Workplaces 2017 Awards.



From the beginning, our aim was to develop a market-leading, holistic approach to Wellbeing for all employees. We wanted to create a culture that empowers employees to manage their own health and wellness needs. We are delighted to have laya healthcare as our strategic Health & Wellbeing partner. Laya Healthcare has succeeded in creating a programme that works in sync with our culture and the dynamic, fast-paced world in which we work. The team at laya healthcare is responsive and creative in their approach, and they are as ambitious as we are to create a community-driven Health & Wellbeing programme that puts our people at the heart of what we do. We're excited to partner with them and look forward to what we can achieve together in the future as our Wellbeing journey evolves.

Simon Hand,
Head of Reward and Recognition,
Vodafone Ireland



Vodafone Ireland is a class act when it comes to Health & Wellbeing at work. The team there is ambitious and inclusive in their approach, and key to their success is ensuring their employees have all the supports and guidance they need to help them be more accountable and empowered to manage their own health and wellness. It's very much a top-down approach, with senior leaders within the business leading by example and setting a progressive wellbeing agenda that fosters a community that's more mindful and engaged. All the success and rewards they've achieved in this space are hard-won and reflect the huge commitment and hard work they've put in. We're exceptionally proud to be their Health & Wellbeing partner.

Ken Byrne,
Corporate Sales Manager,
Laya healthcare



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

For a free consultation, please contact us today:

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