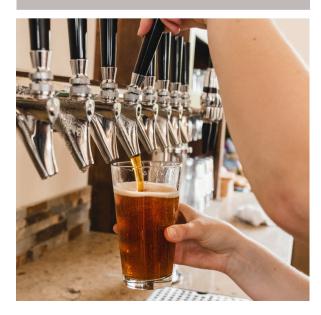
ESM CASE STUDY: MANUFACTURING

Manufacturing company focuses on empowering employees with performance management strategies during the pandemic

CLIENT PROFILE

- They are an award-winning brewery with unique, handcrafted premium beer and spirits
- Ranked part of Canada's 10 Most Admired Corporate Cultures, first Living Wage certified brewery in Canada, and Great Place to Work certified





THE SITUATION

This brewery was focused on gaining a deeper understanding of performance in the workplace and mitigating potential risks to performance while navigating the changing environment during this disruptive period.

OUR APPROACH

1. Performance Pulses to Identify Key Challenges

Bi-monthly Performance Pulses identified workforce stressors, enabling leadership to make informed decisions on employee support and development.

2. Tailored Training for Support Employee Resilience

Targeted training equipped employees with stress management, mental fitness, and performance strategies, reducing burnout and improving engagement.

3. Integrating with Existing Wellness Programs

Aligned training with existing Fitbit Health at Work initiatives, ensuring employees had complementary resources for overall well-being.

4. Flexible, Employee-Centered Approach

Optimized training schedules for brewery and remote workers, fostering engagement without disrupting operations.

THE RESULTS

- Enhanced Workplace Resilience: Employees gained practical tools to manage stress, balance workloads, and maintain performance under pressure, whether in the brewery or in the office.
- **Stronger Employee Engagement:** Custom training aligned with employee needs resulted in higher participation and engagement across teams.
- Enhanced Corporate Culture: The brewery reinforced its commitment to employee well-being, strengthening its reputation as a top employer and Great Place to Work.
- Lower Burnout & Health-Related Risks: Addressing key stressors helped reduce absenteeism and improve overall workforce well-being and performance.

Copyright © 2024 Enterprise Stress Management. All rights reserved.