

AURORA

ENERGUS CASE STUDY

SUPPORTING YOUNG WORKERS

AURORA
WELLNESS



MEET THE CLIENT

ENERGUS

Energus is a unique conference and training venue situated on the edge of the Lake District.

They offer an array of facilities and business support, providing programmes that are designed to enhance the skillsets of those who take them. One of their programmes is the nucleargraduates training scheme. This two-year development programme, which Energus manage on behalf of the Nuclear Decommissioning Authority (NDA), was founded to meet a growing need within the Nuclear Industry for skilled UK graduates.

BESPOKE & INTENSIVE TRAINING

When the COVID-19 pandemic hit the UK in early 2020, the nucleargraduates team was very aware that many of its members had recently transferred from busy university campuses to remote nuclear sites. They recognised that this sudden shift into isolation, when combined with the UK lockdown, posed a danger to the mental health, wellbeing, and productivity of its trainees. Consequently, Energus was looking for a way to keep their graduates' wellbeing and progress in a positive place.



As it so happened, earlier that year, Kath Walker (Business Systems Lead) had attended a workshop hosted by Aurora Wellness at the recommendation of a colleague. This event was focused on the significance of mental health and providing 'people leaders' with the skills to recognise the early symptoms of burnout in themselves and others. For Kath, this initial event provided her team with insight into the pervasive effects of mental ill-health and the subtle ways it can manifest.

“The event that I went to made us realise the issues we were having, and we hadn’t picked up on it before. After that event me and my team, we could see things. We all became mental health first aiders back in 2016, but until we had that session with Aurora, it wasn’t as evident to us what we should be looking for and how we could help the grads.”

Kathryn Walker

Business System's Lead
Nucleargraduates at Energus



WHY AURORA?

"THEY MADE THE EFFORT
TO GET US"

While the nucleargraduates programme had worked with other, larger organisations in the past, various aspects of Ngozi and Obehi's approach convinced Energus that Aurora would be a better match for the nucleargraduates team.

FLEXIBLE PERSONAL & GREAT VALUE

Prior to meeting with Aurora, Kath was concerned that the intricate nature of the nucleargraduates programme wouldn't play well with the rigidity of a structured course. She knew from past experience that Energus had to work with a company as dynamic in nature as the nucleargraduates programme itself, and previously, it had been hard for companies to commit to this needed versatility.

"At the end of the day, it worked because Aurora made the effort to get us. They understood who we are and why we work. We're quite a different type of organisation, our structure is set up quite differently, but they made that work. They tailored it for us."

Enter Aurora. Their position as a small but experienced company provided Energus with the inherent flexibility they knew the nucleargraduate programme needed and convinced the team that Ngozi and Obehi were a better fit than larger companies they'd worked with previously.

In working with Aurora, Kath and her team knew that the nucleargraduates programme and its people would be treated as unique and valued individuals rather than a cog in a machine. For them, the personal touch was an essential factor, and never more so than when it came to an area as sensitive and individual as mental health and wellbeing.

"The learning and experience that the course added to the graduates, it was amazing... the course was 100% value for money. It's [kept] their motivation up."

By the end of the course, Energus were only further convinced by their decision to hire the Aurora team, and they reran the programme. To their mind, the skills and experience the course added to the graduates, on top of its role as a vital support network, made it excellent value for money.



HOW DID AURORA HELP?

INTRODUCING THE PROGRAMME

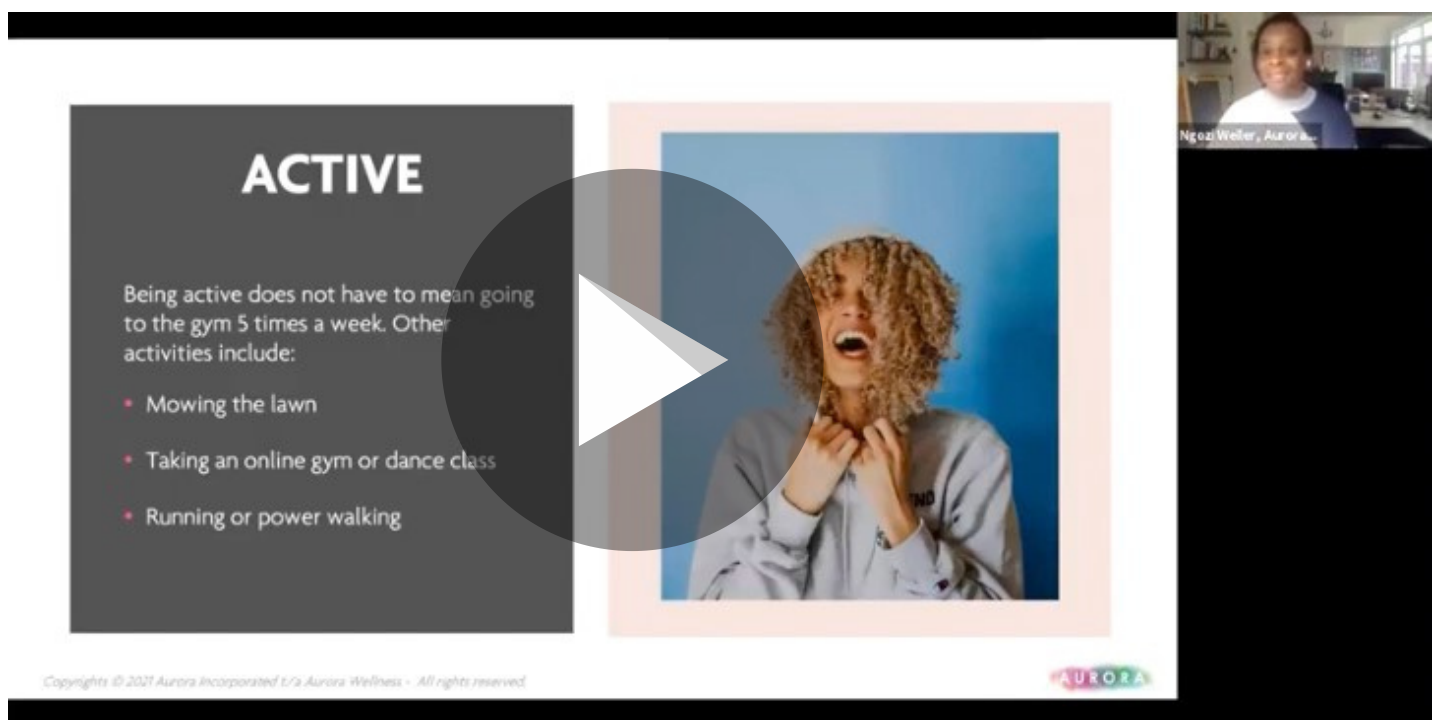
To alleviate the strains of the pandemic, Energus needed a way to support its graduates' mental health, wellbeing, and productivity in a manner that could be tailored to the individual and yet delivered to a group.

They found their solution in Aurora's Productivity and Wellbeing Programme.

This eight-week programme provided the nucleargraduates with means of improving their productivity and wellbeing whilst offering consistent, individual, and tailored support as and when the graduates required it.

The first half of the programme focused on maintaining a daily routine that considered personal and innate preferences towards particular times of day or working habits. These considerations allowed the graduates to plan clearly, and then efficiently perform their tasks.

The second half of the programme provided the cohort with the parameters by which they could measure and monitor their mental wellbeing, whilst providing various ways to maintain and improve any areas of their health they found to be low.



The screenshot shows a presentation slide with a dark grey background on the left and a light blue background on the right. The word "ACTIVE" is written in large white letters at the top left. Below it, the text reads: "Being active does not have to mean going to the gym 5 times a week. Other activities include:". A list of activities follows: "Mowing the lawn", "Taking an online gym or dance class", and "Running or power walking". A large white play button icon is centered over the slide. On the right side of the slide, there is a video call inset showing a woman with curly hair, identified as "Ngozi Weller, Aurora". At the bottom of the slide, there is a small "AURORA" logo.

ACTIVE

Being active does not have to mean going to the gym 5 times a week. Other activities include:

- Mowing the lawn
- Taking an online gym or dance class
- Running or power walking

Ngozi Weller, Aurora

AURORA

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WHAT CHANGED?

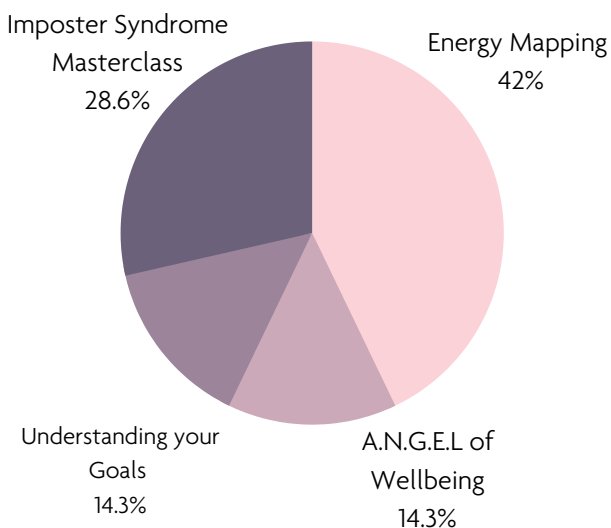
THE RESULTS

Aurora's work within the course's eight weeks had an overwhelmingly positive effect on the nucleargraduates.

"THEIR ENTHUSIASM IS INFECTIOUS!"

Exit interviews with various cohort members revealed that the techniques taught within the Productivity and Wellbeing Programme had a significant impact on their personal productivity, especially within the context of remote working.

Most beneficial programme session, according to the Energus Grads



Session two in particular, which outlined energy management, and provided personalised energy mapping for optimised output, was frequently cited as making a real difference to the personal productivity of the cohort.

The latter sessions, which focused on caring for personal wellbeing, also significantly impacted the graduates. Aurora's A.N.G.E.L. of Wellbeing® allowed many cohort members to monitor their mental wellbeing in a way they hadn't been able to before, and therefore notice when both themselves and others were struggling.

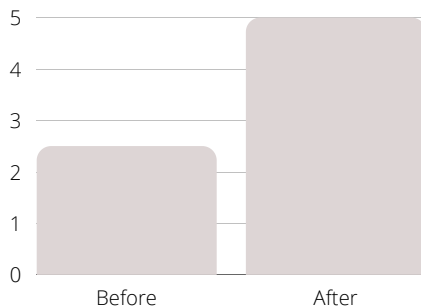
"The sessions with Aurora definitely improved my wellbeing. Working from home became quite an isolating experience. Even when you do talk to everyone every day, it's always about work, but here I got to meet new people and learn more about everyone else. "

These positive results were also observed on a wider level by the managers and people leaders at Energus. Kath Walker, the Business Systems Lead who had reached out to Aurora in the initial stages, remarked that there was a visible difference in the graduates following the Productivity and Wellbeing Programme. They were communicating their needs more clearly, and valuing their wellbeing to a greater extent.

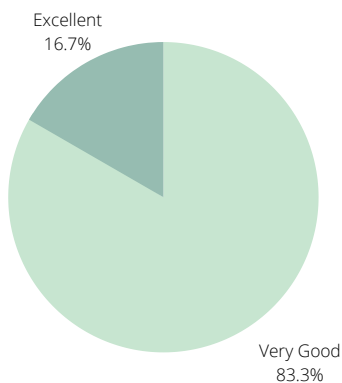
FINAL THOUGHTS

COURSE CONCLUSIONS

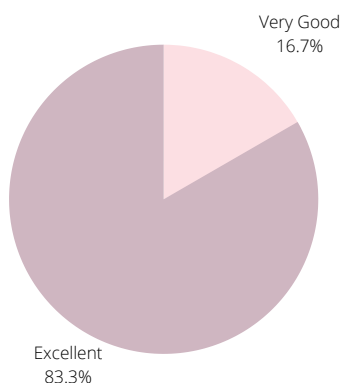
Grads productivity before and after the programme (averaged)



How Energus grads rated the programmes exercises



How Energus Grads rated their awareness and understanding of mental wellbeing following the programme



These observations are compounded by the stream of positive comments made to the Energus team regarding the Aurora programme.

“The feedback that we get from the grads is overwhelmingly positive... 'it's when are we going to work with Aurora again?'. Ngozi and Obehi's enthusiasm is infectious... However, they [the graduates] also make serious comments about how the sessions have really led them to sit up and reflect, to take time for themselves.”

Ultimately, the Productivity and Wellbeing Programme successfully achieved its goal of managing young people in a dynamic environment, and equipping these young people with essential life skills designed to support their productivity and wellbeing. It also produced the additional benefit of helping support the wellbeing of the Energus managers, ensuring that the network intended to underpin the nucleargraduates programme was operating at an optimal level of health and productivity.

“After working with Aurora, it's all been really good. I've seen a definite spring in people's step.”

Shaun Stranger

General Manager, Energus



Aurora has continued to work with EnerguS throughout the pandemic and beyond, supporting them via a series of courses, coaching, and 1 to 1 calls.

They have also maintained their work with several other companies during this period, supporting the wellbeing needs of each person, team, and business in turn.

If you would like to find out more about working with Aurora and how their team can help support your company's wellbeing needs, please reach out.

Email us at ngozi@aurorawellnessgroup.co.uk
Or call us on +44 7956 631 440

Find us online at <https://aurorawellness.uk/>

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