

# Fitness and Wellbeing in the Workplace



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Established in 1991, 3d leisure (3d) is a leading health, fitness and wellbeing management company working in the workplace, hotel, education and private sectors. With an impressive client renewal record and a wide-ranging client portfolio we currently manage 138 sites nationwide.

3d is owned by the directors of the company, all of whom work in the business and have direct involvement with all our clients. We are passionate about the work that we do and we work hard to maintain our reputation as a professional and dedicated wellness partner for all our clients.



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**Paul Ramsay**  
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Operations Director (North)



**Andrew Deere**  
Finance Director

# Experts in the Design of Workplace Fitness and Wellbeing Facilities

3d are experts in the design of workplace fitness and wellbeing facilities and we are the nationwide leader in delivery of workplace fitness and wellness services.

3d's success and continued growth is we believe due to our flexible approach and positive attitude. We have a total commitment to enhancing your employees work-life balance and we aim to improve the general wellness of all our clients' employees, not just those that join the gym.

In 2021 we celebrated 30 years of developing and managing first class workplace wellbeing facilities across the UK and so have real experience of providing fitness design and wellness management services across the UK and Ireland, offering a service from concept development through to management solutions.

We have the; experience, passion, commitment, and ability to provide a unique offer that will ensure a high-quality service, providing you with the added value that will lead to the maximum utilisation of the facilities provided.

As we develop our service and management solutions for each of our clients, we believe that it is vital to understand the ethos and culture of the organisation that we are engaging with, and we aim to develop strong enduring relationships with our clients and partners as we seek to continually evolve our service.

Our service is made bespoke for each client to meet their specific objectives. We offer quality, innovation, fun, commitment, and flexibility, responding to challenging situations quickly, enthusiastically, and effectively.

We provide operational excellence through a rigorously defined set of policies and procedures, all of which are underpinned by our ISO accreditation.

As a leading operator specialising in workplace fitness and wellbeing, 3d has the infrastructure and staffing resources to support the highest quality service delivery for every client.

3d are committed to supporting and encouraging individuals to make healthier life choices by delivering bespoke industry leading fitness and wellbeing management solutions and maintaining our excellent reputation for professionalism and service to our clients.

Our core objective is to get more people more active, more often, whilst providing best in class management service.

## Our core business principles are to:

- Support our clients with the highest quality service
- Provide an exceptionally high level of customer service at the facilities we manage
- Deliver a professional service which is fun and engaging
- Continually develop our service with new initiatives
- Provide the opportunity for our teams to develop professionally and personally
- Constantly review and improve our performance, system, and procedures
- Adapt and be flexible to clients changing needs
- Have fun!





# Invest in the Health and Wellbeing of Your Employees

Conditions such as type 2 diabetes, cardiovascular disease, depression and dementia are all associated with low levels of physical activity, and it has been shown that just small increases in activity substantially and significantly improve the prevention and management of these and other conditions. These conditions and others will clearly have a major impact on employers as absenteeism will increase and employee work output decrease.

In addition, it has been shown that fitter employees have lower stress levels, reduced functional pain and better attendance records. The recent pandemic has demonstrated that healthy bodies have a stronger immune systems and are more able to deal infections.

There are 3 key barriers to increased exercise participation: time, lack of facilities and work stress.

Workplace facilities overcome these barriers and so can make real progress to creating a healthier more productive workforce.

# How a Workplace Fitness and Wellbeing Facility Helps to Reduce Absenteeism and Improve Productivity

Providing access to physical activity and mental health support will help reduce absenteeism in several ways:

1. Promotes physical health: Regular exercise can improve overall physical health, reduce the risk of illness, and boost the immune system. Employees who exercise regularly are less likely to fall ill and miss work due to sickness.
2. Improves mental health: Exercise has been shown to reduce stress, anxiety, and depression. By providing employees with a convenient way to exercise, a workplace gym can help reduce stress levels, improve mood, and promote mental well-being.
3. Increases productivity: Regular exercise can improve cognitive function and increase energy levels. Employees who exercise regularly are likely to be more productive and focused, reducing the need for time off work due to work-related stress or burnout.
4. Encourages work-life balance: A workplace gym encourages employees to prioritize their health and well-being, which can lead to a better work-life balance. When employees feel supported in achieving a healthy balance, they may be less likely to take time off work due to burnout or other personal issues.

Overall, a workplace fitness and wellbeing facility will help improve employee health and well-being, leading to fewer sick days and reduced absenteeism. Additionally, it can be a valuable asset that helps attract and retain talent, demonstrating that the company values the health and well-being of its employees.





## Fitness and Wellbeing Post COVID

During the lockdowns, online workouts evolved quickly. With more agile working now becoming the norm, the in-house fitness and wellbeing service has had to adapt and provide all employees access to workouts and other wellness content in the home as well as in the office.

This increased demand for digital and home fitness gave us a great opportunity for reaching more people. Many members who were unable to go to the gym during lockdowns, trained at home and liked it, with the expectation now to be able to do both, training at the work gym but continuing with their wellness plans away from the office, but still being able to engage with their work colleagues.



# Thinking About Creating a New Workplace Fitness and Wellbeing Facility?

Health, fitness, and wellbeing has never been so prominent.

Workplace fitness is evolving quickly.

Whilst there has been limited changes in the basic gym equipment functionality the digital elements of fitness and wellbeing have developed massively in the last few years.

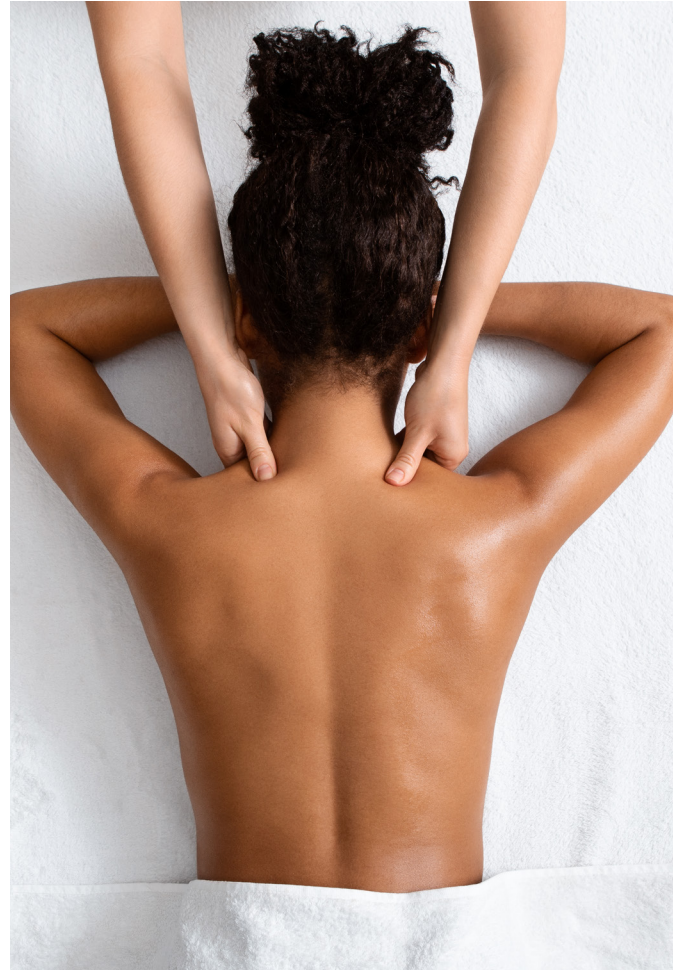
Fitness equipment now provides engagement and entertainment as well as an effective workout with CV equipment having on-demand programmes and training schedules, updated automatically and regularly to keep the user motivated.

As flexible working is expected to remain the norm, exercisers have come to expect the convenience and flexibility attributed to live-streaming and on-demand workouts, and so this service is now needed to complement the training facilities in the workplace.



3d can help you from concept development and design through to construction and operation.

If you are developing a workplace fitness and wellbeing facility, we can guide you with; space allocation, projected membership, usage profiles, M&E specifications, H&S risk assessments, procurement of fitness equipment and all the other necessary fixtures and fittings. 3d will work with your project team to provide operational expertise in the design stage of the project and our Mobilisation Team will provide support and guidance during the construction phase through to launching the club to your employees.



## Creating Hybrid Solutions for Fitness and Wellbeing

Utilising the on-site teams, which provides familiarity to the members, we are streaming comprehensive class timetables, providing one to one PT sessions, delivering group webinars, offering mental wellbeing support, body posture techniques, nutritional guidance and resilience training. As all the services are delivered live we are also able to provide that much needed social interaction that so many of us working from home will miss.



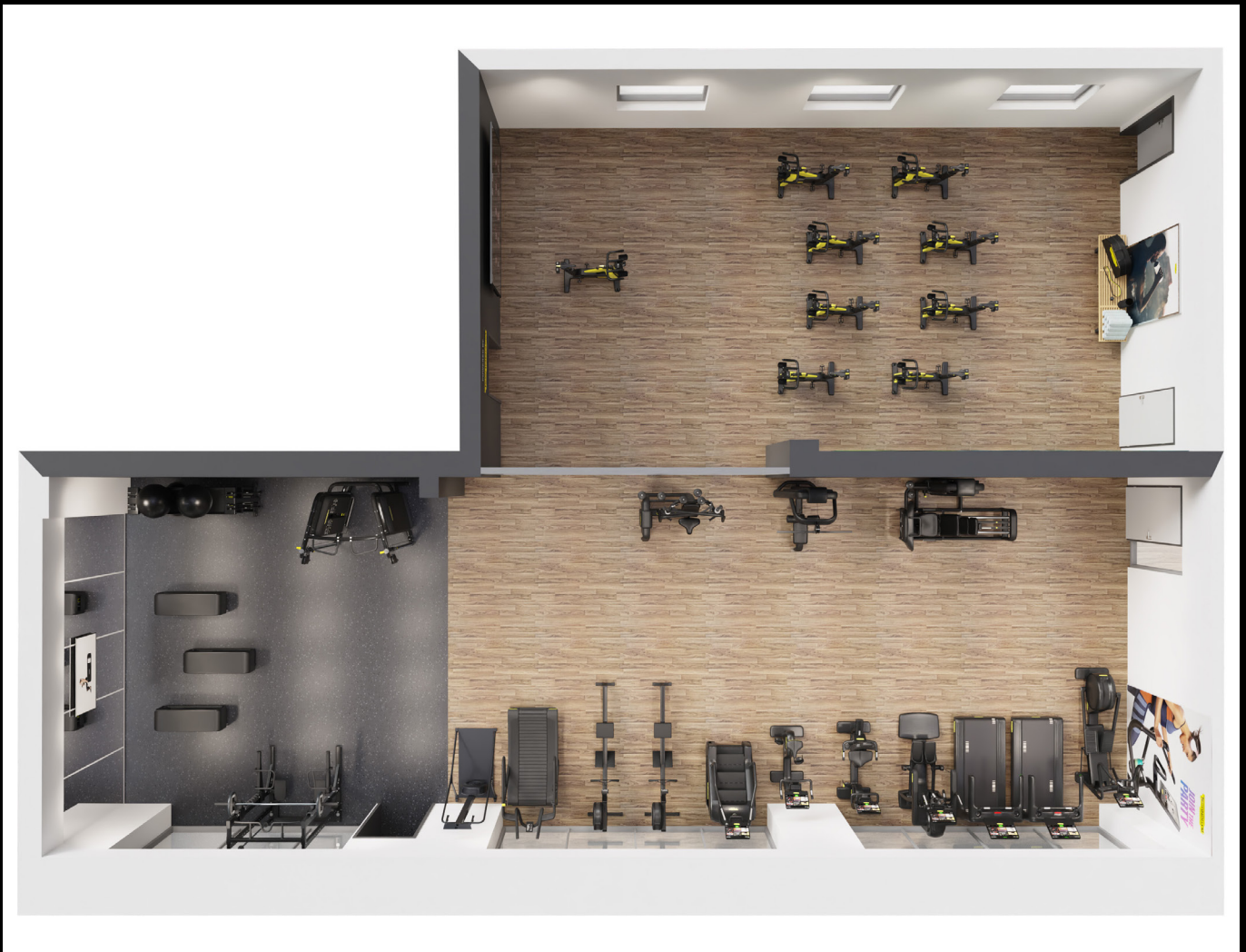
# Design

We have the expertise and experience to manage all aspects of developing your new facility or refurbishing existing facilities. We identify staff health needs and design appropriate gym facilities, compliant with building regulations and offering best-practice gym management solutions.

Working with your architects and surveyors, because we are real operators, being part of the design team will enable us to share our lessons learnt and so avoid basic mistakes in design and layout.

We can develop room specification data sheets for each area to ensure the design is fit for purpose and is both practical and durable.

We will design the space from an operational perspective, utilising the space effectively and safely. For all gym designs we can provide 2d and 3d drawings plus a video fly through to assist visualisation of the club which can then also be used with pre-opening marketing.





# 10 Steps to Develop a Corporate Wellbeing Strategy

1

## Assess the needs and interests of the employees for a gym:

Conduct a quick and easy survey to identify healthy living habits amongst your team. This can then be supported by a physical test on a sample group to measure some basic fitness indicators. Employee involvement is important in the planning process, and a committee should be created that will aim to ensure the needs and interests of all the employees are considered and that the programme is responsive to the needs of potential participants. Buy in from senior managers will be essential. Get their support and identify a champion early.

2

## Develop a mission statement and objectives:

Create a mission statement and a clear set of objectives that are specific and measurable. What do you want your corporate fitness programme to achieve?

3

## Create a timetable and budget:

Timetables should be set for club development, and an opening budget allocated for the setup of the gym (build and equipment) and the wellness programme should be fully costed on a per employee basis.

4

## Space plan and facility design:

The space allocated needs to be reviewed, and a design plan created that can both deliver the operational objectives and work operationally.

5

## Equipment specifications:

Fitness equipment and other fixtures and fittings need to be specified and costed.

6

## Consider management options:

We recommend that you recruit a management company to deliver a comprehensive management solution and who can become a true health care partner.

7

## Set up incentive schemes:

Incentive schemes can build motivation by offering individuals rewards for getting started and adhering to a healthy living programme. These could include merchandise awards or even additional time off. Can discounted health insurance premiums be negotiated for regular gym attendance?

8

## Promote the facility:

The programme should be given a brand and theme that supports the company's values and helps give the initiative an identity. Posters, leaflets, and direct mail will form the core of the communication plan along with outreach activity in common areas.

An intranet site should be developed to include information about the company's health care strategy. The best marketing will of course be word of mouth referral from fellow employees!

9

## Implement the programme:

The club should be much more than just a gym and whilst being the focus for the company's wellness strategy it can also be a place where employees can socialise and develop team spirit with other sporting events and activity.

10

## Evaluate:

The programme should be assessed periodically to assess its efficiency and effectiveness in delivering the goals that were established. Both the process and outcomes should be measured, and costs considered giving a return on investment.

# Brand Development

A brand is a name, term, design, symbol, or other feature that distinguishes an organization from its rivals in the eyes of the customer.

These are your facilities, for your people and we believe it should reflect the ethos and culture of your unique organisation and so we offer our clients the flexibility to choose a brand to represent the service, that best suits them.

Working within any guidelines that you may have; we can develop a unique brand for you which will offer a clear identity for the service and allow us to develop some values associated with it. We will use the brand in all promotion and communication work that we do.

## Some brands we have created for clients:



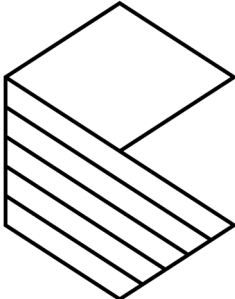
— SAINT JAMES’S GATE —  
**HEALTH & FITNESS CLUB**  
—— WATLING STREET DUBLIN ——



HEALTH & FITNESS  

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EXPERIENCE THE DIFFERENCE.

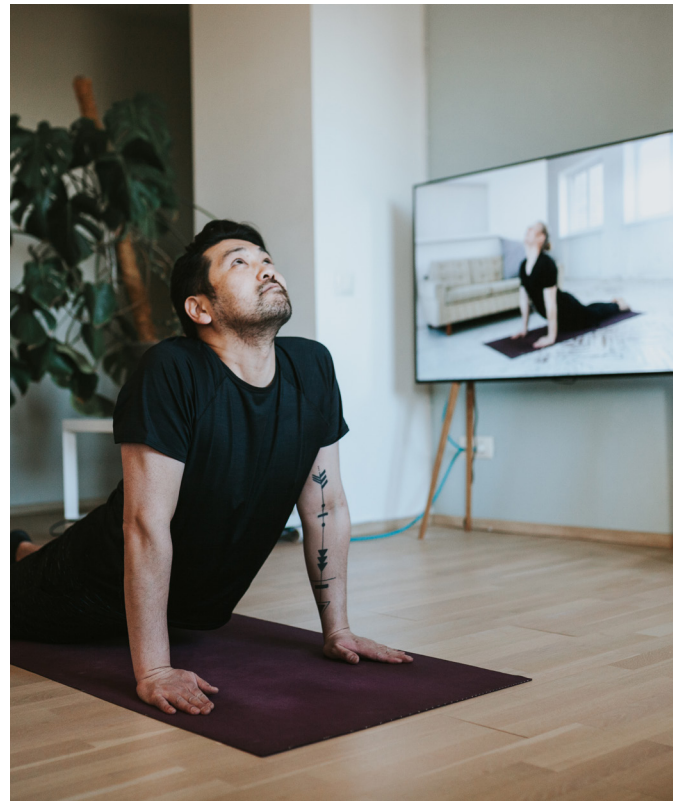


THE CLUB



## Don't Have Space for Workplace Fitness and Wellbeing Facilities?

Fitness and wellbeing solutions come in all shapes and sizes from changing the use of a small meeting room to creating a full state of the art fitness set up. We can help support you with every step from initial concept development, build, mobilisation through to daily management. Even if you have no dedicated floorspace, we can encourage physical activity and support mindfulness with virtual classes (3d leisure @ home) and wellbeing seminars.



## Supporting Your Existing Wellness Strategy

If you are seeking corporate fitness solutions which can help develop your wellness strategy, a good place to start is to find out how well your employees are.



## Employee Wellbeing Surveys

3d have an employee Wellbeing Survey which can work within existing platforms or as a standalone questionnaire and which will offer all employees the opportunity to have their say and be heard, the opportunity to highlight specific wellbeing concerns. The survey is quick and simple and can be completed online.



## Health Check Days

When launching a wellness strategy, a good starting point is to establish where you are now with the overall wellbeing of your team.

The first part of the health check is a lifestyle assessment which is completed online and then a booking is made for a confidential 10 minute appointment which measures BMI, blood pressure and a blood prick allows for cholesterol and blood glucose levels to be identified,

Results are analysed and immediate guidance is offered.

Everyone will then receive a full confidential personal report which is created using a traffic light system: green representing a good level of health, amber, requiring improvement and red requiring immediate attention.

The report will identify areas to improve and will help engage the individual to act providing them with the information they need to take responsibility for their own wellbeing.

We also provide a group data report which will offer a snapshot of the overall health of the participants of this process; this could be broken down by location and department for comparison.

Checks can be offered as part of a health day initiative and to maximise participation a high-profile marketing campaign using pop ups, intranet platforms, leaflets, posters etc. and direct mail where possible will be developed.



# Wellness 360

Providing added value to our corporate fitness and wellbeing management service.

3d provide a comprehensive wellness service that aims to educate, activate, and motivate all employees to have a healthier lifestyle. The service will result in positive outcomes both for the individual employee and for the employer.

Wellness 360 reaches out to and engages with the widest audience to support and encourage healthier life choices through education and activity both inside and outside of the facilities that we manage.

The service is modular, you can adopt all or part of this service tailored to your specific needs. The service can be packaged into a strategy that coordinates and delivers each client's wellness policy, reinforcing the corporate culture of care and providing your employees with an efficient, direct, and personal healthcare and lifestyle service under one programme.

Our team onsite, supported by our Central Support Team and resource, will work in tandem with the client's own wellness initiatives, supporting and being part of joint health campaigns and working with other stakeholders within the business with outgoing and incoming referral pathways.







## Assessment

- Personal Health Statement
- Lifestyle & health assessment
- Fitness assessment
- Blood check assessment
- Full body composition
- Referral pathway
- Exercise referral prescription



## Activity

- Personal Programming
- Group Exercise
- Virtual Classes
- Personal Training
- Activity Hub
- Engaging with inactive



## Nutrition

- Promotion healthy Eating
- Nutritional advice campaigns and workshops



## Health Promotion

- Wellness activity plans
- Health education
- Roadshows and events
- Health check days



## Mind

- Brain breaks
- Take 5
- Fit stop
- Corporate athlete



## Therapy

- Physiotherapy
- Sports Massage
- Beauty
- Reflexology
- Chiropractic
- Postural Analysis



## Added Value

- Free weekend visit across 3d network
- Extended network
- Retail discount
- Free trial on demand classes



## Additional services

- Clinical Partners

# Assessments

When an employee wants to join the gym, we initially want to ensure we understand what their objectives are and the level of commitment that they have to achieve their goals. This information is essential to develop exercise and activity programmes that they can commit to, that are realistic and achievable. We will also want to assess individuals' current health and fitness status and identify any issues that could prevent them from exercising.

We offer a range of assessments that are delivered and recorded using our Fitech software. After each assessment, the employee will be given a detailed report sent directly to them which offers feedback on their measurements against key targets. The report will also enable our instructors to engage and offer advice on areas where the employee can improve.

After conducting the assessment, we will develop a personal exercise programme (to include both gym and out of gym exercises and activity) that will be practical and suitable, creating a strategy to achieve goals. Employees will be encouraged to have a re-assessment every 12 to 16 weeks, where we can review progress and update their programme.

The assessments we provide are:

## **Personal Health Statement (PHS)**

The PHS is a Health & Safety requirement, which aims to put the primary responsibility with the individual user to determine that they are fit enough to commence with a programme of physical exercise.

## **Lifestyle and Health Assessment**

This includes a quick and simple questionnaire that measures various lifestyle behaviours that can be carried out by employees online, along with an onsite assessment of key body measurements; height, weight, BMI, lung capacity, blood pressure and body fat.

## **Fitness Assessment**

Includes the Lifestyle and Health Assessment but goes on to measure; body composition, aerobic capacity, strength, flexibility, and lung function, giving a great fitness level benchmark.

## **Blood Check Assessment**

Includes the Fitness Assessment with the addition of a blood prick test which measures cholesterol and blood glucose. This test also includes a cardiac disease risk assessment.



# Body Composition Analysis

This is a 45 second non-invasive test measuring fat, muscle, and total body water. Safe, low-level currents are sent through the body via hand and foot electrodes. The impedance the currents encounter is measured to derive body composition.

The results are provided to the employee in a detailed report giving individuals a greater understanding of their own body composition. The report will also assist the instructors in creating a programme that is suitable to that individual.

The results are securely stored and along with exercise and activity programmes are reviewed and updated on a quarterly basis.

## **CLOUD SOFTWARE**

Automatically saves all the data from analysis units to a cloud database management system.

Easily view and manage clients results and review their progress anytime, anywhere.

## **A 45 SECOND TEST**

Quickly measure fat mass, muscle mass, and body water levels.

Simply stand on the device and hold the hand electrodes.

## **NO ESTIMATIONS**

Only impedance is used to determine body composition results; no empirical estimations such as gender and age are used or required to predict body composition.



# Referral Pathways

## Outgoing referral pathway

Anyone wanting to use the gym will complete a Personal Health Statement. If any medical issues are identified, then we would refer to a GP or other healthcare professional to give us authority and guidance on the exercise prescription recommended.

Underlying health issues may also be identified during the initial health assessments and if this occurs, we will work with occupational health or onsite medical partners to ensure the correct care path is developed.

During workouts in the gym our instructors may also notice or be advised of an injury or problem, as we understand that early intervention can reduce recovery times, we will establish a relationship with any on site occupational health GP, nurse, and physiotherapy provider to then offer preventative health advice, health risk assessment and support employees signposting to other specialists as required, with the aim of reducing absenteeism.

The recovery solution could include exercise, nutrition and physiotherapy but we will coordinate and administer each individual case file, liaising with other providers as necessary.

## Incoming referral pathway

Our exercise referral scheme has been developed to help reduce sickness – both mental and physical in the workforce.

Other onsite health professionals including HR, Occupational Health, and Physios can refer employees who they think would benefit from the scheme. Typical criteria for referral are, muscular skeletal injuries or problems, mental health (depression, anxiety, stress) and general health issues (e.g., obesity, blood pressure and diabetes).

We will fully assess the individual, carry out some further assessments, if required, then develop a detailed 12-week plan of exercise for the employee to follow. The instructors will check in weekly and adjust the plan if necessary.

After the 12-week programme the employee would be encouraged to join the gym and a maintenance programme developed for them to follow.

# Exercise Programming

As part of our induction process, members will receive 7 formal touch points within their first 8 weeks of membership, in an effort to encourage them to start making exercise part of their weekly routine and to help develop a relationship with our instructors.

After individuals have completed their assessment, they will be prescribed a personalised exercise programme. We recognise that some members will want to do a range of exercise, not just gym workouts and so the programme may include relevant out of gym activity such as group exercise classes, running, cycling etc.

We have an App platform that allows members from their phones or tablets to; view their personal health profiles, benchmark progress, track workouts, update goals and achievements, participate in challenges get access to exercise videos and helpful nutrition advice. The App also provides a Bio Age based on the assessment results.

When members are in the gym our team will offer instruction and motivate individuals to stay on their plan and achieve their individual goals.

All exercise programmes are reviewed every 8-12 weeks which provides a great engagement opportunity between the Instructors and member to review progress towards objectives.

Our Integra Fit Programme is a back to basics 12 week introduction to the healthy habits of exercise and nutrition which is designed for those members just starting out on their wellness journey.



## INTEGRA-FIT PROGRAMME

12 Weeks To A Healthier You!

### READY TO MAKE A START?

This 12-week Integra-Fit Fitness Programme is designed to help you get on track and achieve your health and fitness goals.

Please note that the information provided is subject to your individual requirements and minor changes may have to be made depending on any medical conditions and your current fitness levels. We advise that you speak with one of our instructors before starting the programme.

The exercise and activity that you do as part of this programme can be gym workouts or outside sports, whatever motivates you and that you can do regularly. Group classes are a great method of training as exercising in a group is motivating and fun.

Personal Training (PT) is a great way to achieve your goals. With a PT you will be motivated in every workout that you do and will be pushed to the right levels to achieve your goals.

If you start the programme, but you choose to do your workouts outside the gym, you can still make a note on the Attendance Chart below and record progress.

To support you through the programme we have pulled together the information below which we hope you will find useful:

1. Record your personal stats
2. Let's talk calories
3. Goal setting
4. Some jargon to understand
5. Nutrition
6. Some recipe ideas for healthy eating
7. Fitness sessions
8. RPE (Rate of perceived exertion) chart
9. The 12-week fitness programme
10. Attendance chart



# Group Exercise

Industry research shows:

- 90% of people say they would prefer to work out in a group
- People who attend group classes, attend 3 times more often
- 6/10 people looking to join fitness facilities are specifically looking for some form of group exercise

These statistics reinforce our belief that a quality group exercise programme should form an essential part of the service.

A varied and exciting timetable of classes will be delivered by our team and some external instructors when necessary. From experience we know how to develop a successful group exercise timetable. The key issues are:

- An online booking function should be available
- Users want the opportunity to; attend classes of a similar type and intensity at similar times, twice each week

- Class names should be kept simple so members can easily understand what the class type is
- Timetables should offer an overview of what each class includes
- Each class should indicate an intensity level required
- A range of different intensity levels should be offered

The timetable wherever possible should be split:

- Cardio 25%
- Cycle 20%
- Dance 10%
- Martial Art 10%
- Mind / Body 15%
- Strength 20%



# Virtual Class Programme

To enhance the group exercise timetable, we would recommend the introduction of some virtual content.

Virtual functionality enables the delivery of classes throughout the day making greater use of a space that could otherwise be left unutilised for many hours.

We have successfully installed a virtual platform into many of our recent corporate projects, including TKMaxx, ASOS, BMW, Computershare and Npower.

A virtual programme does not replace instructor led classes but compliments the existing timetable.

The benefits:

- Convenient – A class always available at a time that suits employees best
- Varied – Access to 1,500+ classes
- Accessible – Classes to suit all levels of interests, abilities and duration
- Exciting – Great locations and cinematography
- Confidence – A stepping stone to try live classes

The classes are delivered by internationally recognised master trainers with choreography and music content all being updated quarterly. Individuals can choose the type of class, duration and ability level from a library of classes.

Combining live and virtual classes will allow us to create an optimal class schedule, which will have broader appeal by offering a more extensive and varied programme that will generate much more use of the studio space.

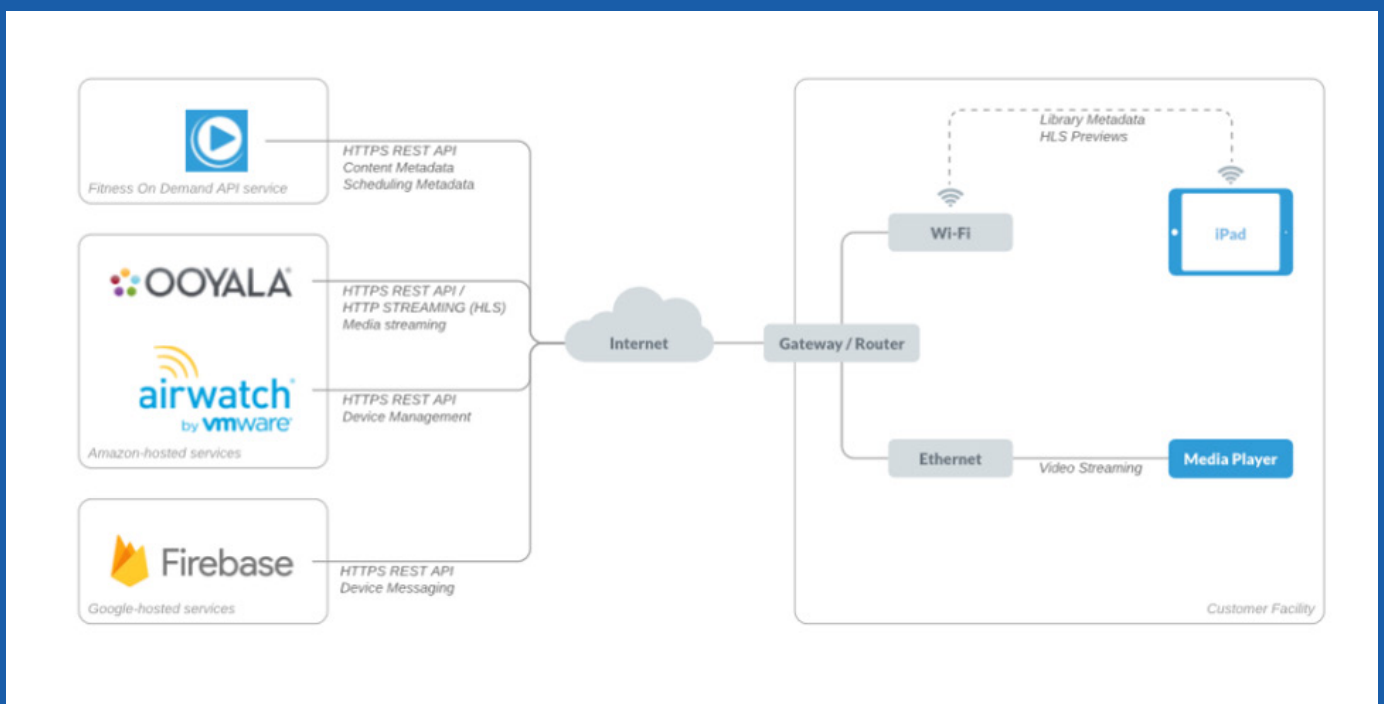
Virtual content is available from many suppliers and we currently work with Les Mills, Wexer, Fitness on Demand and Fitbox.

# Virtual Class Infrastructure Requirements

A virtual platform will require:

- Data socket with 6MB/s capability at the audio rack location
- 13A DSO at low level at the audio rack location
- 13A DSO at elevated level at the screen location
- Solid wall for the 75" screen to mount to, or a plywood pattrress (screen likely to be around 35kg)
- Data socket at reception

The media hub is hard wired for the stability of the content being played, so you don't get any drop out that you can get with WI FI.



# 3d leisure @ Home

3dleisure @ Home is our online platform that we provide FREE to all our corporate members.

With some office workers now choosing to work more from home, our @Home service can offer employees access to a comprehensive timetable of live and recorded classes from the comfort of their own home.

Content is created and delivered by our master instructors and the platform gives employees remote access to a timetable of workouts and other wellness content, for example webinars on nutrition, mindfulness and mental resilience.

The weekly timetable includes over 60 LIVE classes, covering varying types of class and ability levels. The timetable also includes relaxation classes, nutrition advice, weekly seminars and weekend family workouts.

The platform can be made available to just members of the gym or to all the workforce and will be a great complement to the fitness and wellbeing Facilities own programme.

## Long COVID Rehabilitation

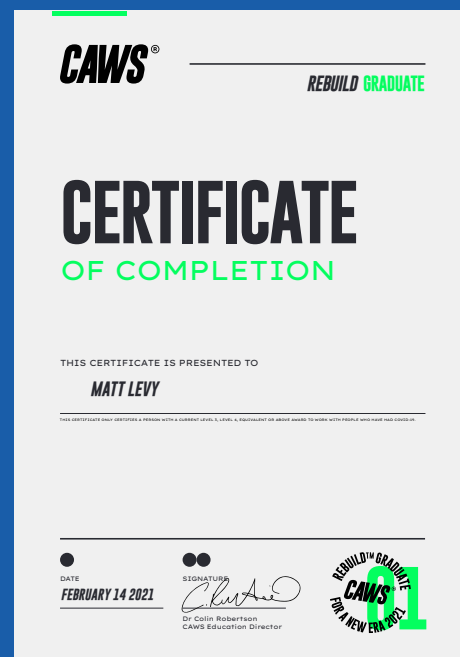
All 3d fitness and wellbeing instructors are certified to deliver a long COVID rehabilitation prescription and training plan.

In early 2021 all of the 3d staff completed the CAWS Rebuild Long COVID Rehabilitation qualification which has given them skills to identify symptoms and create training programmes based on each individuals specific rehabilitation requirements.

Entry to the course can be from the individual who self-refers, if they think they are suffering from long COVID or Occupational Health may refer employees to the course.

Employees would be provided with a support package over 12 weeks initially, although they could then re-enter the scheme if they are still struggling after the initial 12-week course.

This service can be offered to ALL employees not limited to gym users to help conquer the effects of long COVID and is included in our fee.







# Personal Training

PT is an additional service that members can access for a fee.

3d have clear guidelines that govern our delivery of PT so that it does not negatively influence or compromise the rest of the service. Whilst we see PT as a key feature, we are very aware that it is only utilised by less than 10% of the membership, so it is therefore imperative that it does not become the focus for the Instructors.

All our Instructors will be qualified to deliver PT but will do so outside of their normal working hours.

## Small Group Training

We will also introduce small group PT sessions wherever possible. We believe that small groups (up to 4) makes the PT service more accessible by reducing the cost per session, whilst also providing better motivation for the members as they can support each other.

## Our Proposed Pt Solution Is:

- All staff conducting PT must hold an appropriate qualification
- Income from PT is not taken by the individual but by the club. Instructors will be paid via payroll for PT sessions conducted
- Instructors can only conduct PT outside of their normal shift
- To avoid fatigue and impact on full time roles, individuals can only perform 2 PT sessions each day, a maximum of 10 per week
- All PT activity will be reported as part of our monthly report
- A % contribution of PT income is returned to each client. This revenue could be used for investment in the facility.
- When conducting PT, staff will be provided with an alternative uniform
- PT payments and bookings are done online so that no cash is taken onsite

# Activity Hub

The Activity Hub is our platform for promoting other activity across the workplace and it can include a variety of initiatives.

As our aim is to get “more people, more active, more often” we believe that the fitness and wellbeing facilities should become the hub for coordinating a range of activity, working alongside any existing sports and social groups that each client has on offer. Wherever possible our Instructors will work closely with other stakeholders within the building to provide a joined up approach to the delivery and promotion of a broad range of activity.

Some initiatives include:

## Running Club

A great way to engage with some employees who may not want to use the gym. We will establish jogging routes of different distances and provide route maps and use Apps to set challenges and measure performance to track and motivate.

Where staffing levels allow, we can arrange supervised sessions which can be included on the class timetable.

## Walking Club

Walking groups are also a great way of engaging with employees who may feel comfortable walking with other employee colleagues. We will provide routes and Apps to set challenges and record results.

## Couch to 5k

A 10-week programme aimed specifically at employees that are not active, but who have an interest in getting started on an exercise programme. Over 10 weeks, these Instructors led sessions will gradually progress the distance and speed achieved with the aim of all participants completing a park run together at the end of the programme. We regularly see attendees going on to join the running club when the programme has finished.

## Bootcamps

Where space is available and weather permits, Bootcamps are a very popular way of getting people exercising outdoors in an instructor led class environment.....full of energy and fun.



# Activity Hub

## Sports Days

We can develop and operate company-wide sports days.

These events can be tailored to fit your specific needs, with or without catering. They are fun team building events that are very popular.

The sports days can be developed around a theme or they can simply be a family day out with lots of organised activities for all.

## Event management

We can manage or support others in offering a wide range of other corporate events. Ideas could include: Inter office or inter-department events/competitions.

## Social outings

Team challenges ( e.g.: Tough Mudder, Ninja Warrior events).

## Sports club management

For example organising a 5 a side team playing in local leagues.

# Wider Engagement

In addition to our in gym service, we aim to engage with and promote healthier lifestyles to the non gym member employees as well.

We have developed several entry level programmes which are targeted specifically at these employees that currently don't go to the gym or do studio workouts.

## Office Fitness

Where and when suitable, this is an initiative where a Instructors will visit an office area and demonstrate to employees several basic exercises for strength and flexibility that can be conducted using exercise bands in the office environment.

Whilst being a bit of fun these simple exercises will also offer a mini brain break, revitalising staff.

## Step it Up

This programme is a company-wide initiative where employees are challenged to measure and log their steps each day over a 2-month period. Steps are measured using an App or pedometer. We reward employees for reaching certain milestones, along a course that we will create for the challenge. Inter department challenges and competitions can be established to add another dimension.

## Monday Mile

This is a simple programme where we challenge the workforce to move a mile on a Monday. The mile can be completed anywhere, although we allow free access to the gym for any employees wishing to complete their mile indoors on the fitness equipment.



# Promoting Healthy Eating

Offering quality advice on nutrition is a fundamental element of Wellness 360 and an area where our team focus a lot of effort. Many people joining the fitness and wellbeing facilities will identify weight loss as a key objective and so, as well as prescribing exercise and activity, our instructors will also offer advice on healthy eating.

## Healthy Eating Plan

This is a 10-week x 1 hour programme that we offer to individuals or a group. All sessions are delivered with the aim of developing attitudes and modifying behaviour, so helping individuals establish regular weight management control. The programme is made available to all employees.

## Healthy Cooking

This is session 8 of our Healthy Eating Plan. We provide a library of healthy eating recipes. These include tips to enhance mainstream traditional dishes with advice on how to cook a healthier alternative.

All nutritional information for each recipe is provided.

## Catering Partnership

We will seek to develop a relationship with the in-house catering providers and support them to promote healthy eating options on the menu.

An example of a campaign that we can offer is Healthy Choice which rewards employees for choosing healthier food options.



# Wellness Activity Planner

We will develop a Wellness Activity Planner which will outline; the wellness campaigns, health promotions, health education topics, challenges, and other messages that we want to communicate to the gym members and broader workforce, with the objective being to raise health awareness across the company.

The campaigns we use are often linked to national sponsored programmes and events.

At our quarterly client meeting we will review the previous 3 months of activity and will present our plans for the remainder of the year, ensuring that the onsite team always have a clear vision and direction of the content and material that will be used.

## Challenges and Competitions

We will set up bi-monthly challenges and competitions which are a great way to motivate and engage with members. Our instructors always try to create a positive atmosphere in the gym and the aim of these challenges is to both increase utilisation and make workouts fun.

Competitions can be arranged both on an individual participation basis and in groups, for example between different departments.

Our challenges are constantly updated and our managers can easily access and download all the material and collateral needed for a setting up and promoting the event.

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
PROMOTION												
WELLBEING GUIDANCE												
CHALLENGES												

# Health Education

## Information library

We have a comprehensive library of fitness, health and wellness content covering a wide range of topics. We are constantly updating this resource with fresh and relevant material that can be used onsite in conjunction with other occupational health initiatives. The content can be presented on notice boards and via other print media but can also be accessed through the App and website.

In the Wellness Activity Planner, we will identify a topic that we will promote each month. Some topics will be linked to national awareness days and wherever possible we partner with other agencies to develop the theme to assist us in our communication effort.

## Seminars and webinars

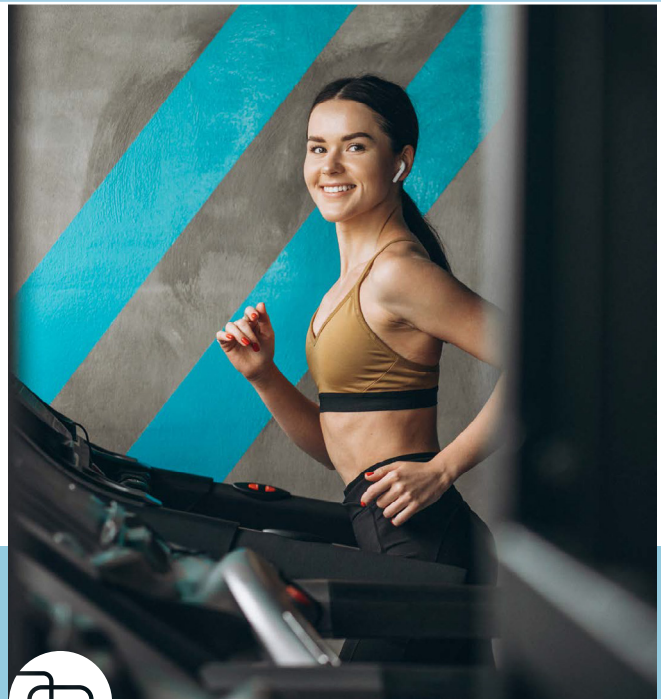
We can offer seminars (in house) and online webinars on the following health topics:

- Gut bacteria and the immune system
- Healthy eating tips
- Weight management
- Back care
- Stress management
- Smoking cessation
- Improving sleep
- Mindfulness
- Functional training and benefits

Seminars are delivered in 45 min group sessions with a 15-minute Q&A. Guaranteed to be fun and engaging each seminar is facilitated by one of our instructors and the materials we provide are informative and often interactive.

The webinars were very popular in the national lockdown when we continued to run a weekly programme.

Webinars and seminars can be run after work, in lunch breaks or at weekends. Spaces would be booked in advance to manage numbers.



**MENTAL HEALTH  
AND WELLBEING**





# Health Awareness Days

These are events that can be flexible to meet your own specific requirements and are a fun way of promoting wellness and activity.

Single health topics can be a focus, for example; stress management, health eating, or the events can be a more general health awareness day.

Partners can be identified to support the event with stalls, interactive displays and samples. For example; we can provide a smoothie making bike, offer a chair massage and conduct mini health checks including cholesterol and blood sugar testing.



# Health Check Days

To help clients assess the general health of their employees we offer Health Check Days.

We will create a hosting platform with suitable branding which allows individuals to complete a confidential lifestyle assessment questionnaire online and then book a time to attend an appointment for a 10-minute health check. The health check includes height, weight and BMI, blood pressure and then a blood prick test to establish total cholesterol and glucose levels.

Everyone having a test will receive a personal report which uses a traffic light system; green flag representing a good level of health, an amber flag requires addressing for improvement and a red flag identifying where immediate attention is required. The report is completely confidential to individuals and would include guidance and advice sheets on any areas of concern.

The report creates a feeling of empowerment and will motivate employees to focus on their health, offering the information they need to take responsibility.

As well as the personalised reports the software will enable us to produce some group reports which give averages and allows us to measure and monitor performance over time, with all or any group of employees.

This tool provides you with a greater understanding of the current broad health and fitness of your workforce.

# Mental Health First Aid

Many studies have shown that physical activity can improve mental health by:

- Improving sleep, by making you feel more tired at the end of the day.
- Creating happier moods – exercise releases feel-good hormones that make you feel better in yourself and give you more energy.
- Managing stress and anxiety- exercise releases cortisol which helps us manage stress. Being physically active also gives your brain something to focus on and can be a positive coping strategy.

All our fitness and wellbeing Managers hold a mental health first aid qualification, and they are trained to identify, understand, and respond to signs of mental illnesses. They understand risk factors and warning signs of mental health concerns and can provide basic support for a person with mental injuries, until they receive more advanced help from a dedicated service.

We would work closely with your occupational health team and HR to ensure a clear referral pathway can be implemented to provide the additional support required.

# Corporate Athlete

Getting the team to perform at their best is a key objective of management. Some staff may be underperforming because of bad health, lack of self-belief, bad habits, and negative attitudes. These employees we can make 'happier and healthier' so that they can perform their jobs better with our Corporate Athlete Programme.

Based on Nero Linguistic Programming the course is delivered over 4 weeks in 1-hour sessions and can be offered on a one to one basis or in a group.

We aim to challenge an individual's health values, release limiting beliefs, change bad habits and remove negative attitudes and replace them with strong values, new rituals and positive emotions in their place. The course empowers people to face life and work challenges with renewed vigour, energy and passion.

# Weekly Seminars

3d provide weekly seminars and live Q&A sessions on a wide range of fitness and wellbeing topics.

Delivered live via our 3dLeisure@home Facebook page 3d provide weekly seminars, covering a wide range of topics.

- Motivational focus on exercise
- Top tips to improve your diet
- Gut health
- Ways to improve digestion
- Relaxation
- Stress management

As the sessions are live there is an opportunity for viewers to participate, interact and ask questions.



# Rewards Programme

## 3d Network

We offer free weekend visits to 68, 3d managed health clubs and spas nationwide.

Members of our corporate managed facilities are entitled to 2 free visits per month, in each participating club. Members can access the locations through a detailed map on our website which shows the location, facilities on offer and contact information.

The 68 facilities within the network range from large gyms, to boutique gym offerings and include pools, spas and lots of classes.

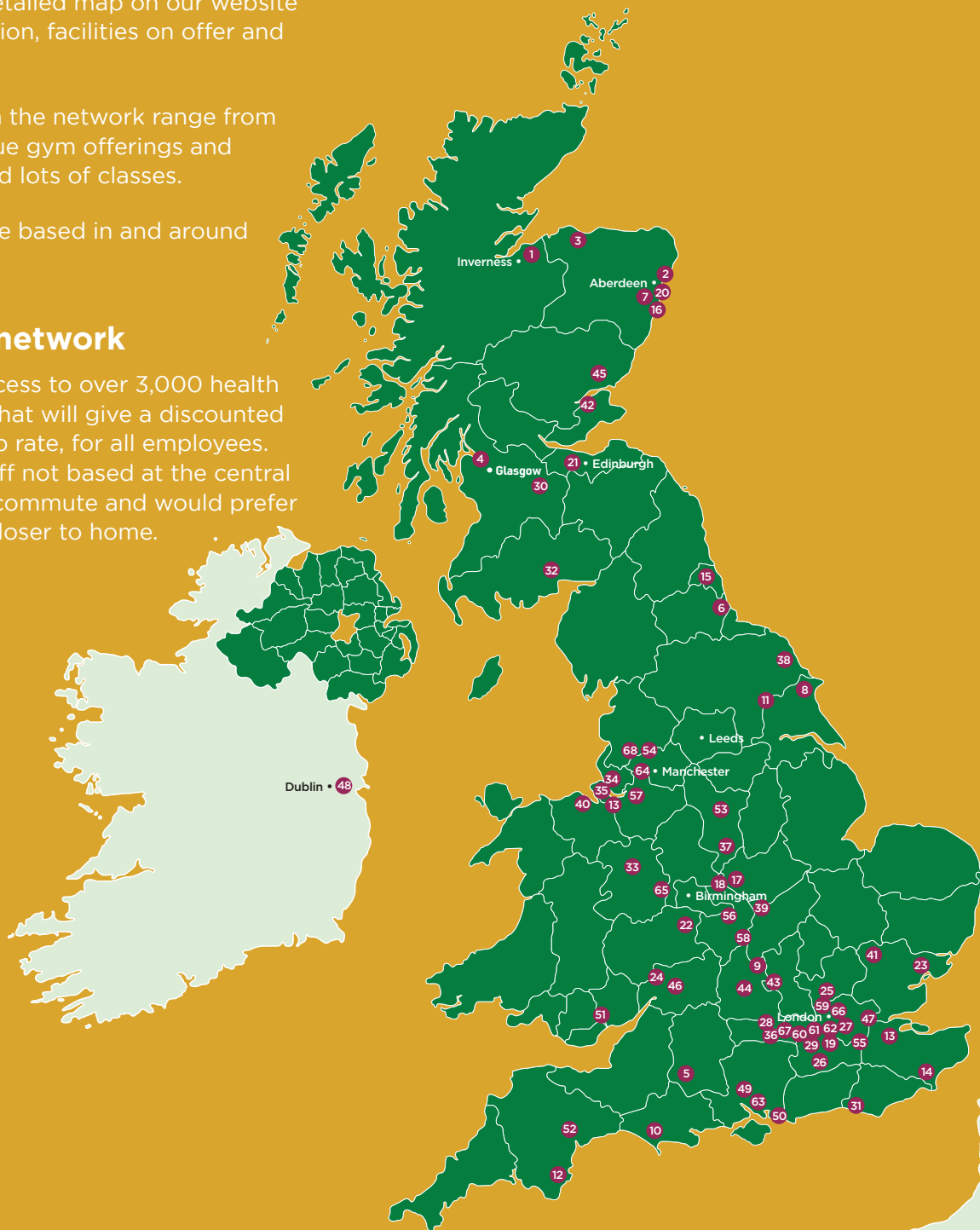
12 of these facilities are based in and around London.

## Extended club network

This network gives access to over 3,000 health clubs all over the UK that will give a discounted corporate membership rate, for all employees. This would benefit staff not based at the central office and those that commute and would prefer to exercise at a gym closer to home.

# Members Discounts

Members can visit a 3d hosted website where we have several deals and discounts that members can benefit from.



# Clinical Partner



We partner with BUPA to offer our corporate clients clinical services, providing more options and combinations for 3d to offer a total employee health and wellness solution.

BUPA offer:

- Advanced health screening
- GP services
- Flu jabs
- Physiotherapy

The BUPA clinical service can be delivered onsite or at any of their hospitals and treatment centres across the UK.

# NEED TO GET IN TOUCH WITH US..

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