

# Fitness Challenge in the Workplace during Covid19

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## PROBLEM STATEMENT

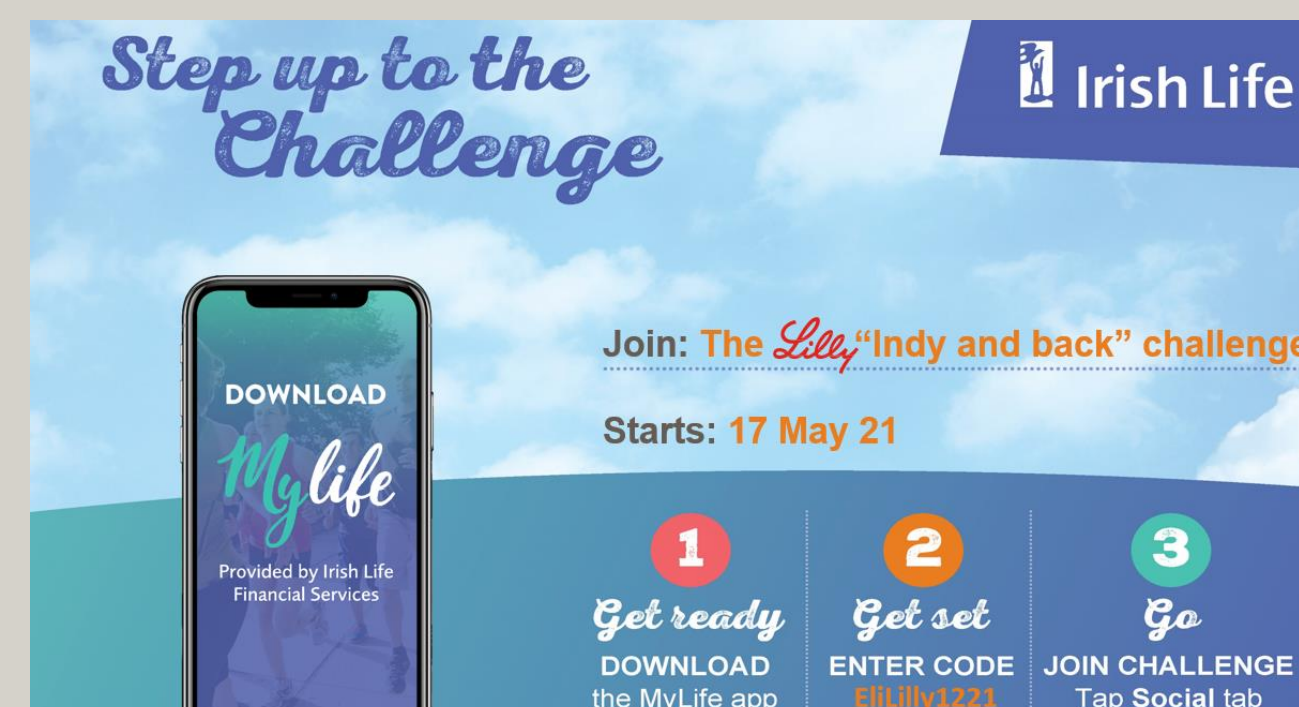
In March 2020, the World Health Organisation (WHO) declared the Coronavirus outbreak as a pandemic. As a result, gyms, in-house exercise classes and swimming pools were closed. The Occupational Health team recognised the impact that these closures would have on employees both mentally and physically. The Well-Being programme was adjusted to deliver wellness classes virtually which included High Intensity Training Classes, Yoga, Pilates and 1:1 physical coaching. While these classes functioned as a substitute for in-person group exercise classes and greatly increase physical fitness for employees, they lacked the fun and motivating element that group exercises bring. Research has shown that people who exercise in groups feel more connected and are more likely to have greater mental well being. Repeated requests from the employees via the Communication & Engagement group inspired the Occupational Health Team to deliver a fitness challenge that would adhere to the public health Covid restrictions and meet the needs of the employees.



## SOLUTION

The “To Indy & Back” challenge was launched in May 2021. It was designed with the aim of reducing personal health impact during the Covid lock down and to increase morale. Each employee was asked to cover a distance of 100 km over a 4 week period though walking, running, cycling or swimming. Those who had fitness tracking devices could connect these to MyLife app which tracked the distance covered daily or alternatively the Health App on an iPhone could be used. Everyone could check personal performance and others along the way through the MyLife Leader dashboard.

Champions were identified in the various departments to support and spread the message of the challenge. Managers were fully engaged and encouraged their reportees to sign up. A leadership board was set up to encourage people to push themselves a little harder each day. Daily emails were sent out giving updates on distance travelled.



## OUTCOME

Half way into the challenge the original goal of getting to Indy & back was reached, thanks to the 210 participants. A second goal was set which involved getting Lilly around the globe collectively. At the end of the 4 weeks, this second goal was surpassed with the final distance totalling at 50,732 km (globe = 40,075 km).

Overall the company Health Score at Lilly increased from 600 to 611, a 2% increase. That might seem small but 600 is a high starting point and the higher your health score, the harder it is to move. 210 people participated in the challenge. 175 achieved more than 100Km.

With more than half the workplace working from home, this challenge helped keep employees connected through a healthy dose of friendly competition. The challenge also doubled as a way to focus on health, wellness and self care during these difficult times.

