



# “SENIOR MINING MANAGERS IMPROVE RESILIENCE BY 20% IN 12 WEEKS”

A major Australian commodity company assesses the physiological resilience of their senior leaders. Supporting behavior change to boost recovery, resilience and performance.

- A team of senior mining managers from a major Australian commodity company (circa 16,000 employees) took part in the Firstbeat Program designed to enhance recovery, resilience and performance amongst leaders and their teams.
  - Each participant undertook a Firstbeat Assessment providing personalized physiological insights into stress reactions, energy management, recovery, sleep, physical activity and resilience. The assessment included heart rate variance monitoring for 3-days and nights, and a one to one debrief and coaching session with a health and performance professional. Personalised recommendations and action plans were provided to each participant, and remote support and guidance was available to help participants stay on track.
  - A group resilience workshop was also delivered where participants learned more about the relationship between recovery, resilience and performance, and the most effective evidence based strategies to maximise personal performance. Anonymised and aggregated group data was also shared with the team enabling an interactive group discussion and commitment to key actions to take as a team to promote and support resilience within the work environment.
  - A second Firstbeat Assessment was then repeated after 12 weeks to measure progress and to recommend further enhancements to boost recovery, resilience and performance.
  - Through this experience leaders gained valuable personal insight into the relationship between behaviour and physiological resilience, and adopted strategies to enhance personal resilience. The group implemented strategies to ensure adequate recovery both at work and during leisure time, made changes to improve sleep quality and increase physical activity. Managers involved in the program have noticed significant improvements in health, energy, concentration, efficiency and productivity as a result. The organization has found the program invaluable and as such are seeking to repeat the program in the near future.
- ### Australian commodity company case study
- Approx. 16,000 employees
  - High pressure environment, working across industries that include coal, copper, cotton, grain and oilseeds, nickel, oil and zinc.
  - A team of senior mining managers participated in the Firstbeat Program
  - The impact of the Firstbeat Program has been significant with the following average improvements:
    - Stress reactions  $\searrow$  13%
    - Recovery  $\nearrow$  10%
    - Energy balance  $\nearrow$  29%
    - Sleep quality  $\nearrow$  27%
    - Health promoting exercise  $\nearrow$  11%