

# SOUTHER CROSS WAYFINDER AWARDS 2023

## Celebrating leadership in workplace wellbeing

When you're with the right people it shows and that's something great business leaders understand. That's why we've created the Southern Cross Wayfinder Awards.

A first-of-its-kind annual award programme that celebrates the visionary businesses, business leaders, and employees who value their workforce and grow the health and wellbeing of their people.

## 2023 Winners

We'd like to acknowledge the 69 entries we received from across New Zealand and whakamahi / congratulate our winners and runners up, which were announced in a ceremony at Auckland Museum on Tuesday 21 November. All of you are creating pathways that will lead to a meaningful culture of wellbeing within, not only your organisation, but also Aotearoa.

When comparing the winning entries, there were a couple of key themes that emerged for the judging panel. The first being a clear demonstration of organisations understanding their culture and how it's impacted by health and wellbeing initiatives. It was evident across the entries how wellbeing enhances the connectivity and engagement within a business and how this leads to success, with great leadership being central to this transformation. Lastly, empowering employees to develop meaningful connection to the work they do is crucial to wellbeing.

## NEW HORIZON AWARD

### **GOLD: Spark**

*At the close of 2021, Spark launched an innovative new wellbeing strategy for their people – Mahi Tahi. Meaning 'partnership' in te reo Māori, Mahi Tahi recognises the need for business working in partnership with people to support them to achieve their goals in work and life. This ground-breaking programme addressed the pressing needs of staff post-Covid, but also created a long-term structure of holistic support. Using experts and wellbeing partners, Mahi Tahi provides a channel of advice and expertise that can be accessed by anyone, on demand, in a way that suits individual needs. This includes access to two qualified psychologists, and partnerships with existing tools like Take a Breath, a breathing app designed to reduce stress and anxiety. To date, around 40% of*

*staff are using the app – noting that it has helped combat anxiety and improve sleep.*

*In addition, the programme includes training and certification of a team of wellbeing coaches from Spark's own workforce, along with a wellbeing hub providing access to a diverse range of support options to help people navigate challenges and perform at their best. To further integrate these principles into core business practice, wellbeing objectives and KPI's are incorporated into quarterly planning. This sustainable, long-term approach puts wellbeing at heart of everything Spark does.*

*The judges were quick to applaud Spark's in-house approach to wellbeing. Dr Denise Quinlan said, "The piece that's innovative is the bringing it in-house and making it sustainable by having 55 certified wellbeing coaches."*

*"With the Take a Breath app they have got 40% of their people using it, that's significant and the hallmark of a successful initiative." said Carolyn Luey. Nick Astwick noted "There's lots of innovation around embedding the programme."*

