



Physical Activity Case Study

Malyon House – Gold, Silver and Bronze Challenge



Gold, Silver and Bronze Challenge

Malyon House has a long history of organised walking groups. In February 2015 staff members decided to transform their walking group into a walking challenge. The challenge involved walking up a local mountain, either Mount Maunganui or Papamoa Hills during the month of February. The challenge offered gold, silver and bronze levels which meant all staff could participate, regardless of their individual fitness level. The challenge concluded with a medal ceremony, with management providing the awards to those who completed the challenge.

Key Points

1. Staff led – ownership and autonomy
2. Caters to all fitness levels
3. Celebrates success
4. Sustainable – have several monthly challenges throughout the year
5. Supported by a “whole organisation” approach

Process

Make a plan.

Decide on the challenge details. 28 days in February

- Gold challenge - walk up Mount Maunganui or Papamoa Hills 28 times
- Silver challenge - walk up Mount Maunganui 8 times and 20 times around, or walk up Papamoa Hills 8 times plus a 35 minute walk 20 times
- Bronze challenge – walk around Mount Maunganui 28 times or go for a 35 minute walk.

Promote the challenge. A poster was created explaining the challenge which ran alongside a sign-up sheet. Staff also personally approached staff members inviting them to join up to the challenge

Get walking. A weekly recording sheet was made to record all the participants walks

Maintain momentum. Each week participants were provided with an update of their walking statistics

Celebrate success. A medal ceremony was held at the end of the month

Replicate. The team plan to do the walking challenge every February. In May they also hit the pool and clocked up as many kilometers as they could, with the bold challenge of swimming “A Kilometre a Day in May”. Gold (31kms) - 40 lengths a day, Silver (16kms) - 20 lengths a day, and Bronze (8kms) - 10 lengths a day.



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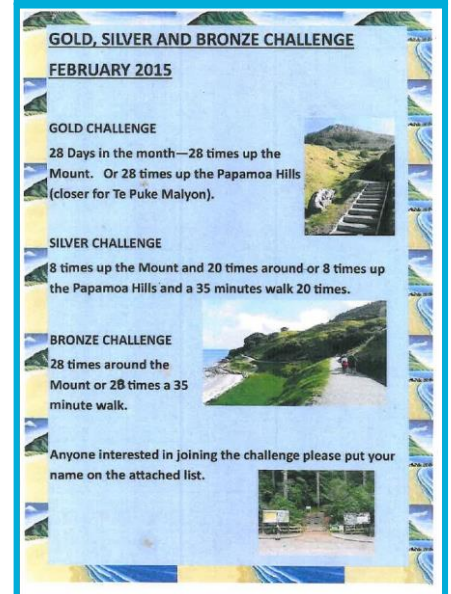
Challenges

- The logistical challenge of staff wanting to join in halfway through the month
- Maintaining momentum
- Keeping walking after the end of the challenge.

Why we like it

This physical activity challenge framework can easily be applied to most workplaces. This challenge reduces barriers to involvement by offering a gold, silver and bronze level of participation, therefore regardless of an individual's fitness ability, all can participate.

This challenge can be implemented over multiple sites, and tailored to various physical activity pursuits. Minimal budget is required as it makes use of the surrounding local environment. It occurs outside of work hours so can overcome the potential barrier of shift work. It could also be extended to include whānau and be a team or individual challenge.



The Multi-Level Approach

Malyon House use a multi-level approach to promote and support staff to be active. This robust approach ensures workplace wellbeing is considered across three levels; organisational, environmental and individual. While the Gold, Silver, Bronze Challenge fits into an individual approach to health and wellbeing, this approach is supported by the work that occurred at the organisational and environmental levels (see below) - which provided a foundation to support the Gold, Silver, Bronze Challenge.

ORGANISATIONAL

An organisational wellbeing policy is in place. Management have intentionally developed a workplace culture that encourages staff engagement and supporting staff-led initiatives.

ENVIRONMENTAL

Lockers are available to store personal belongings, including workout clothes.

INDIVIDUAL

Gold, Silver and Bronze Challenge available for staff to achieve.