

Corporate Wellness Case Study: KBS Realty Advisors

Situation:

KBS Realty Advisors, a highly successful commercial real estate investment firm located in Newport Beach California is interested in measurably improving the overall health and fitness of its workforce to better equip them to handle the fast paced demanding environment of the commercial real estate industry.

Opportunity:

The opportunity was to provide health and fitness related education as well as motivation via on-site coaching with a high degree of accountability to ensure sustainable healthy lifestyle changes.

Solution:

The Thomas J Miller Company designed an eight-week introduction to healthy lifestyle course dubbed “8 To Motivate”. The program elements included a pre program health screening process, weigh in and base line measurements of waist and hips as well as eight weeks of on-site coaching with emphasis on education, teamwork and accountability.

The employees were given the opportunity to enroll in the eight-week program at no cost to them and the program was administered at the work site during working hours. This provided the greatest opportunity for employee success, as they were not required to come in early, give up their lunch break or stay late. 60 of the 90 Newport Beach based KBS employees enrolled in the program and were divided in to smaller groups of 14 to 20. They then were paired with one other participant from their smaller group to provide an additional layer of support.

Each of the eight weeks the groups were presented with several relevant topics surrounding sound nutrition, result based fitness, effective stress management, and strategies to successfully migrate to a sustainable healthy lifestyle. In addition to the weekly lecturers and take a way’s the groups were given homework to keep the program top in between the coaching sessions.

At the end of the eight weeks the participants were once again weighed and measured and the aggregate data provided to the KBS management team.

Results:

While the measurable results were both dramatic and highly successful as they mapped to KBS’s objectives it was the intangible results that truly excited executive management. With just about the entire group showing decreases in percentage of body fat, body weight as well as reduction in hip and waist size there was significant progress made towards the adoption of a healthy lifestyle with visible signs of long term sustainability.

The result that was extremely exciting for KBS was the shift in corporate culture towards healthy habits. The talk around the water cooler and in the break room was now all about what people were eating as well as what they were now doing for exercise. This provided a lift in employee morale as well as new sense of teamwork and camaraderie.

In conclusion KBS executive management saw visible changes in employees overall health and wellness which resulted in reduction in absenteeism, increased production, improved morale and more effective management of work related stress.

“It’s unbelievable but after only three weeks we have already seen positive changes in our corporate culture. Working with The Thomas J Miller Company has already exceeded my expectations. Not only are our people healthier they are now more connected to each others health and committed to each others success”.

Dave Mulnard – KBS Realty Advisors, Vice President of Human Resources