

TEAMRnR

Maintaining Team Wellbeing and Performance

DEVELOP A PLACE FOR REST AND RENEWAL

The Harvard Business school promotes the idea of 'renewal rooms' as part of an organisation's wellbeing strategy to assist in managing people's personal energy levels. Following this line, Innervate suggests every department within the DHB take it upon themselves to create their own space to enhance relaxation, acknowledgement and fun.

This rest and renewal (RnR) space can be as small as a corner of an office, to a cordoned off area in a larger room, to a whole room designated for personal energy renewal.

Your team's RnR space could be decorated in light bright colours, display positive affirmation posters and include items such as:

- Head/shoulder/back massaging machine on a comfortable chair
- Hand-held tension-releasing / massaging devices
- Container, warm water and jar of salt for soaking sore feet
- Ipad with relaxing music files, pre-set search links to funny pictures, hilarious youtube clips and amazing holiday destinations
- Adult colouring-in books / felt-tip pens
- Electronic photo-frames displaying team members' activities outside of work (people see another side which aligns to the idea of bringing your "whole-self to work")
- Acknowledgement board, box or Jar (post-it notes acknowledging positive attitude and effort)
- Staff-member of the week award on a noticeboard
- Joke books
- Jigsaws and other puzzles
- Card games
- Combined healthy food and drink (containers of mixed nuts or dried fruit etc)
- Awesome coffee machine ☺
- Health and hobby magazines
- Exercising machines / small gym equipment
- Plants such as the Peace Lily

With all team-members placing their ideas forward, actions towards promoting a stronger team wellbeing culture can be taken. **Teams could be accountable for the development and cost of supplying the equipment for their own RnR space.** Everyone gets to contribute to the idea and becomes accountable for its continued upkeep and use.