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| **Topic entry (tick boxes that are applicable) 1  2  3  4  5  6  7 X 8** | |
| **Entry number (MPA Ref)** | 22124 |
| **Title of Entry** | The Energy Project |
| **Name of Company** | Explore Manufacturing |
| **Location** | Worksop, Bassetlaw |
| **Video**  **(if yes, please include URL for video)** | Yes |
| **Other resource**  **(if yes, please include description)** |  |
| **Fatal Theme (tick boxes that are applicable) 1**  **2  3**  **4**  **5**  **6** | |
| **BACKGROUND** | |
| Laing O’Rourke introduced ‘The Energy Project’ in 2020 with the aim to support their people and teams by harnessing the principles of human energy management.  The industry is notoriously associated with long hours, shortened breaks and skipping meals throughout the working day. The Energy Project was designed to counteract these industry norms by providing the tools to work more effectively. It embeds an understanding of the 4 dimensions of personal capacity; Physical, Emotional, Mental and Purposeful.  The initiative was launched at Explore Manufacturing in the summer of 2021 initially with the leadership team before being rolled out across the facility and has proven to be an incredibly positive and meaningful initiative for our people and our business.  We are committed to building a culture that fuels sustainable high performance by embedding the energy principles into our operations, giving all our people the tools to harness the principles of human energy management in order to create new and more effective ways of working to improve overall health and wellbeing.  With more engaged, focused and energised employees the business is in a position to collaboratively strive for high performance in everything that we do including importantly our Safety Performance. | |
| **MANAGEMENT OF PROCESS** | |
| The Energy Project was launched at Explore Manufacturing in July 2021. The timing of the session after the tumultuous pandemic 18 months previously provided an opportunity to re-engage as a team and refocus on ourselves and the business.  The first cohort consisted of the leadership team. The form of the sessions was in person and highly engaging.  Micro experiments were taken away from the sessions and, alongside peer support, coaching sessions were included to keep us focused and make the often-subtle changes to improve our energy levels.  Examples of some of the micro experiments  • Turning work phone off at weekends  • Going for a run on a Saturday morning  • Not checking emails after 6pm  • Taking time for reflection each day  • Having a lunch break not at your desk  Throughout the Energy Project the crossover with elite level sport was often referenced and in March this year the leadership team were invited to meet with the British Olympic Swimming Team Lead Coach at Loughborough.  Following the success of the leadership cohort this has since been rolled out to operational supervision and the wider workforce (Circa 350 weekly paid employees). The facilitators of the programme are those who have enjoyed real benefit from the initiative and have volunteered to present and engage the workforce by coaching their own cohorts. | |
| **BENEFITS** | |
| The benefits  • Work place positivity  • Self-awareness  • Improvement work- life balance  • Greater appreciation of the need for reflection  • Understanding of others and how to motivate and get the best out of people  • Improved team working and collaboration  • More ‘Open’ culture  • Feeling valued  A video is available with some of the team’s personal reflections of the Energy Project explaining the benefits to them | |
| **INNOVATION** | |
| The Energy Project is an initiative that has the potential to change the industry.  The industry notoriously is associated with long hours, shortened breaks and skipping meals throughout the working day. The Energy Project was designed to counteract these industry norms by providing the tools to work more effectively.  We have worked with the central Laing O’Rourke Energy Project team to tailor make the Energy Project applicable to our operational supervision and the workforce going above and beyond what was previously available across the business.  Investing in people is nothing new - but investing in people across our business authentically to empower and support their future growth to allow them to achieve their potential is.  This goes hand in hand with the Laing O’Rourke business wide Inclusion and Wellbeing programme of which the 3 pillars are set out below:  Engineered Safety – Through a preconstruction focus, using our new Design Partner Framework and Modern Methods of Construction methodology, we will work with designers, clients, and suppliers to ‘engineer out risk’ and ‘engineer in health’ at every stage of a project’s lifecycle.  Delivery Excellence – During delivery, we will ensure that there is visible and felt safety leadership through clear lines of operational accountability and competence. This will include robust implementation of our leading standards and our Health and Safety Management System.  Human Performance - We will endeavour to create a work environment that people can thrive within and which balances the demands of home. This will focus on creating the conditions where we are better able to manage our personal energy and capacitylevels. | |
| **DEVELOPMENT & TRANSFERABILITY** | |
| The Energy Project at Explore Manufacturing continues to evolve, the feedback is valuable and used to pursue further advancements, such as the visit to Loughborough to meet the British Swimming team, as the leadership cohort pursue high performance. The rollout to the workforce continues.  Across the industry and into other industries the Energy Project provides tools empowering employees to make simple steps to improving their wellbeing. | |
| **NB if document has embedded images try and include these**  **If other documents provided say additional information available.** | |