

Winner// KEARNEY OLYMPICS

This award recognises those workplaces that have developed simple, creative ways to engage colleagues and their mental wellbeing

As a multinational organisation with teams dispersed across more than 40 offices, management consulting firm Kearney realised there were few opportunities for employees to truly integrate and connect as a global group. Enter the Kearney Olympics! What began as a local initiative in Kearney's Bogotá office in 2020 during the pandemic, has grown to become a truly global programme that works not only to promote health and mental wellbeing but also encourage fun competition between colleagues, fostering collaboration and connection through this shared experience and teamwork.

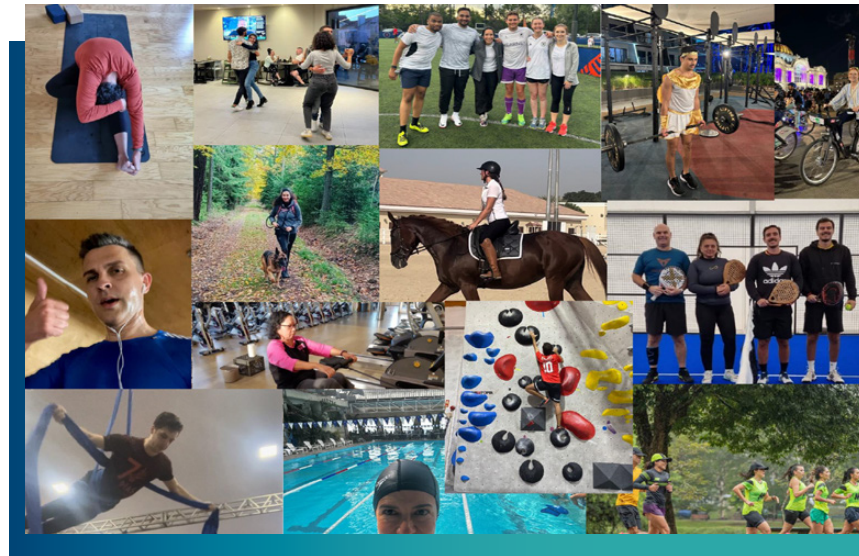
The "wellness challenge" was successful in achieving its aims, proving to be a good way to integrate offices and spread joy at work, while feeding the competitive spirit that is so often found in the consulting industry. With sponsorship from regional leaders, the challenge gained traction and evolved into what it is today—a global bi-annual four-week event comprising over 15 categories, practised by 600-plus participants worldwide. The objective, though,

remains the same – to promote the physical and mental health of Kearney's teams.

Going global

With leadership support, an "Olympic" committee was set up to turn Bogotá's local "wellness challenge" into the global programme seen today. Any colleague can participate in the Kearney Olympics. "Athletes" are assigned to a global team that is composed of three members from their office and members from different offices/regions. They could interact with other participants via the official Kearney Olympics Teams chat.

Following an Opening Ceremony, colleagues work as a team to earn points by completing activities ranging from running, cycling, and swimming to golfing, yoga, and meditation over the four-week period. Every accepted sport/activity was awarded points, depending on the length and time it was practised, as long as participants could upload evidence (screenshots or photos of tracker devices, apps showing any kind of date/time/ distance of the activity) into a team



Colleagues from around the world compete in a multitude of events

folder each week. Through weekly challenges, there are opportunities to obtain bonus points including posting selfies doing an activity or adding a healthy recipe to the Kearney Olympics cookbook. During the Closing Ceremony, prizes such as 'Best Team', 'Best Photo', and 'Rising Star' are awarded.

Achievements

The most recent Kearney Olympics held in late 2023 saw 615 participants from 22 countries inspired to get moving and track their fitness activities – a 30% increase from the previous edition. The 2023-II competition saw 47 teams from different nationalities compete in over 10 sports categories (including meditation). Their collective activities

were equivalent to playing 9,217 NFL games (60mins per game) or running the Sri Chinmoy marathon – the longest in the world at 4,989km – a total of 12 times. The Kearney Olympics' have had extremely positive reception and engagement from colleagues across the firm. The most telling results, though, are those received via the post-event survey. In the edition held earlier in 2023, 72% of participants agreed ('somewhat' and 'strongly') that the Kearney Olympics had increased their physical activity, 59% said it improved their work-life balance, while 79% saw an increase in their feeling of belonging to Kearney. ■

Judges' comments

- + This is amazing! I love how the initiative went from local to global and there was a 30% increase in engagement.
- + Fantastic impact in such a short amount of time.

SHORTLISTED

- Haleon
- Haleon - St. Louis