



HEALTHY HOSPO

2023 WRAP UP!



Proudly Funded By Lion

Here to create a happier, healthier hospitality industry.

2023 PROGRESS AND IMPACT.

Healthy Hospo is a not-for-profit initiative dedicated to improving the wellbeing of the hospitality industry through support, advocacy, education and community building. We do this by running workshops and events.

Target: Reach 800 attendees.
Our result: 1023!



THE WORKSHOPS

In 2023, we changed our workshop strategy, and shifted to an on-demand model. Hospitality businesses could fill a form and register interest in hosting a workshop, and our team would partner their venue to fulfil the request.

45 Workshops and events delivered.
(vs. 27 in 2022)

2 Leadership retreats piloted.

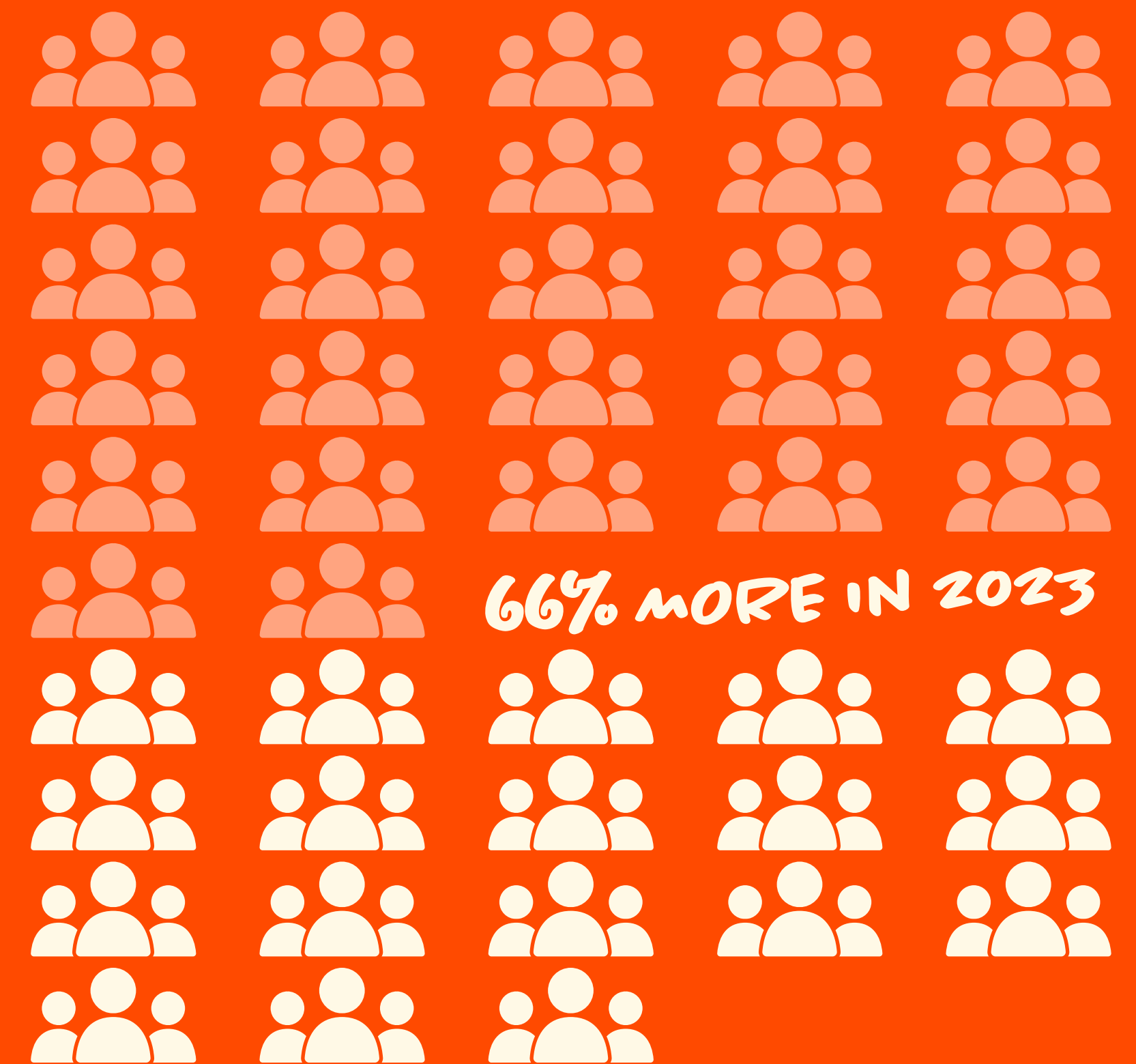
4 Industry events attended:

- Hospitality NZ Conference
- Restaurant Association Conference
- Fine Foods Show
- Lion Partners

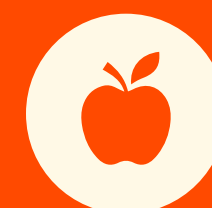
9/12 Regions reached



Number of workshops



Workshops we ran



Nutrition



Mental Health



Nature



Leadership & Values



Exercise



Sleep



Mindfulness



Leadership & Energy

DIGITAL WRAP UP

Dream Park is our design and marketing agency. Here's what they've helped us do in 2023.

Website refresh.

10,000 People reached through social

- 51 Posts
- 1,223 Followers on Instagram (vs. 931 YAGO)

Healthy vs. Harmful Campaign Launch

- 6000+ people reached

Monthly EDMS

- 916 Subscribers (vs. 550 YAGO).
- ~40% open rate

Supporting workshop development

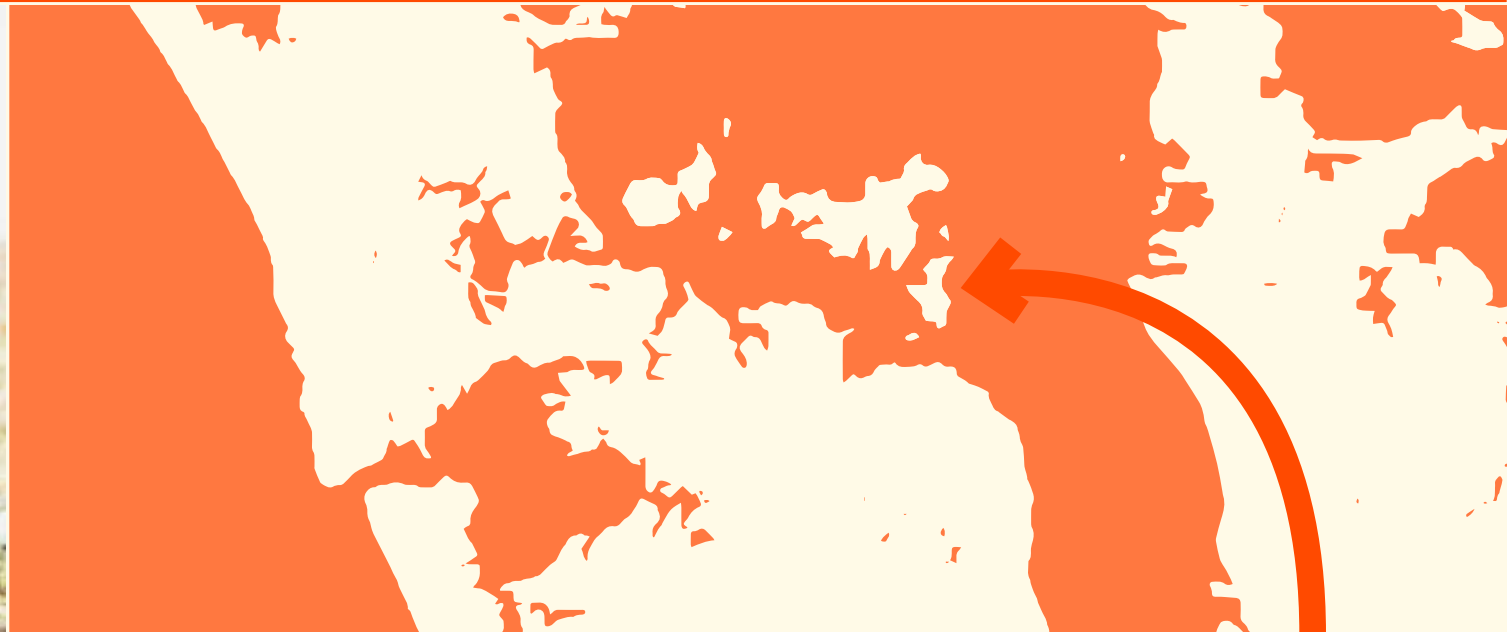
Design work and printable assets





In 2023, we piloted 2x Leadership Retreats

These retreats enabled us to create powerful engagement within these communities, helping us build new connections and leads to further embed Healthy Hospo within the hospitality industry.



“The Rotoroa Island trip was unforgettable. It was one of the best things I’ve ever done in hospo, and that includes overseas brand junkets! You’re so far ahead of the curve.”

- AUCKLAND RETREAT FEEDBACK



“The breath work workshop was a really life changing moment for me, the emotional release it gave space to was a moment that I will never forget. It asserted the importance of deep breathing and how little we really do that. Really enjoyed the space created for quiet moments after the breathwork workshop, journalling. The ice bath the next day was also amazing, something I would never have done without support.”

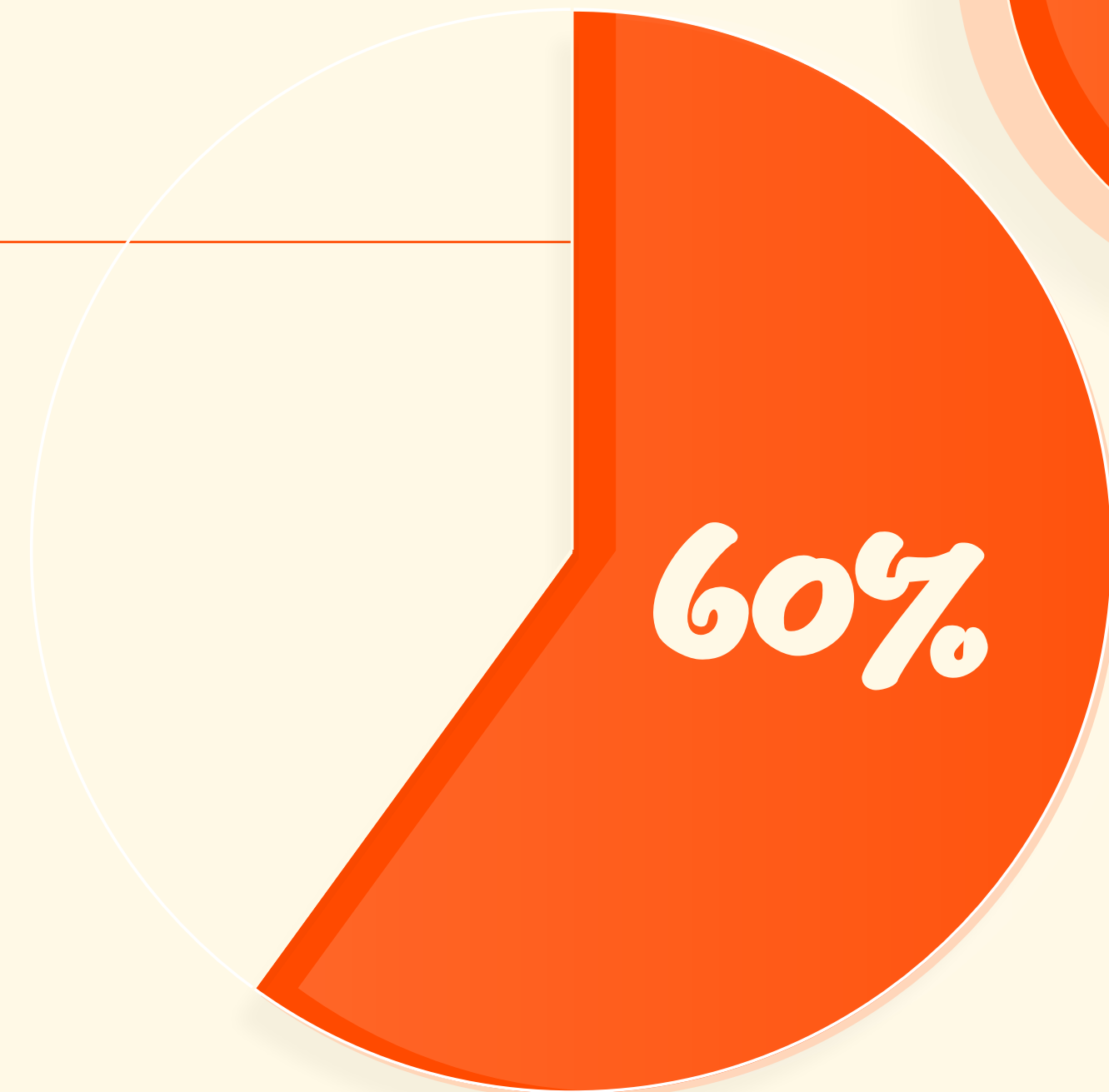
**- QUEENSTOWN
RETREAT FEEDBACK**

WHAT THE INDUSTRY THINKS ABOUT OUR WORKSHOPS.

100% of attendees found our workshops **relevant and worthwhile.**

100% of attendees expressed interest in **future workshops.**

60% of **nutrition** attendees expressed a commitment to change.

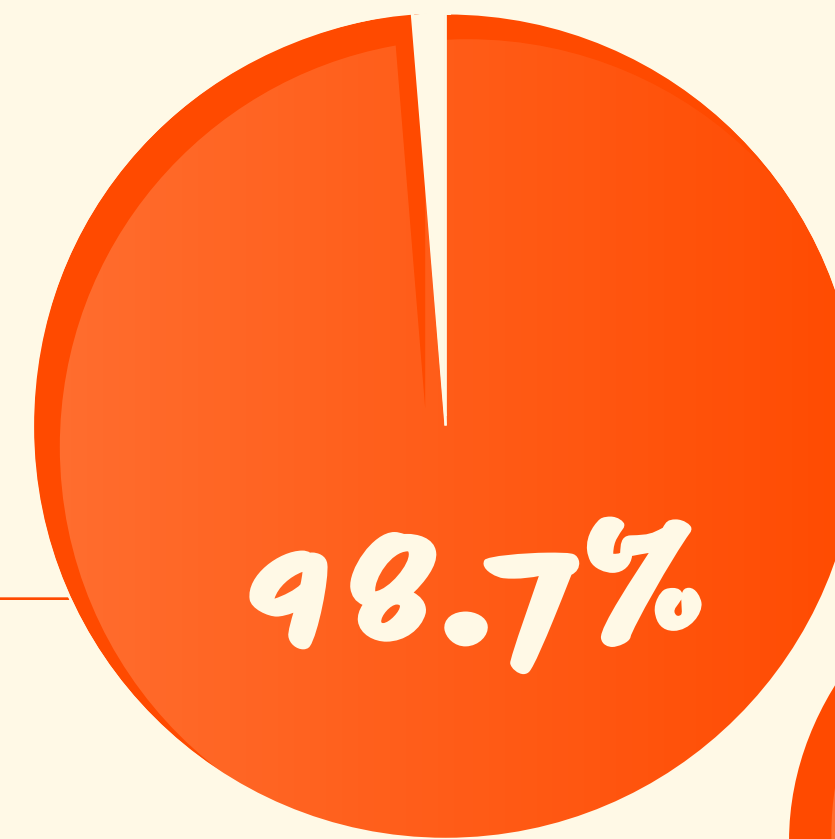


“Really precise information,
and the delivery was excellent.”

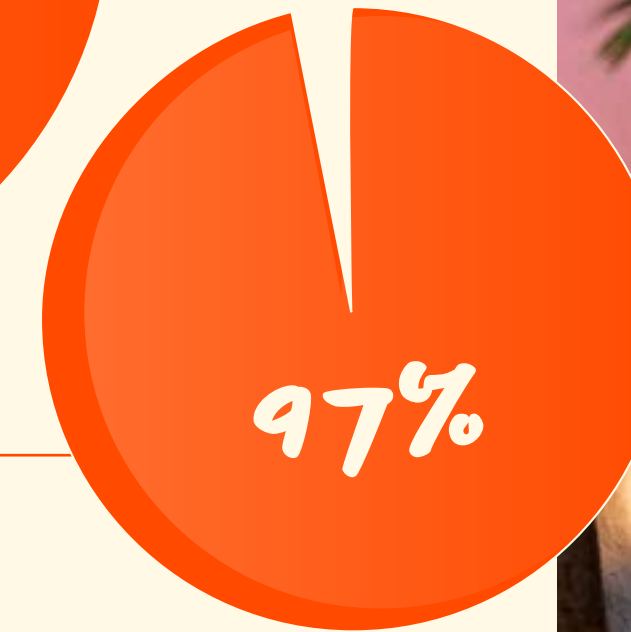
– **NUTRITION WORKSHOP FEEDBACK**

SLEEP

98.7% of participants found this workshop worthwhile.



97% expressed a commitment to changing habits as a result.

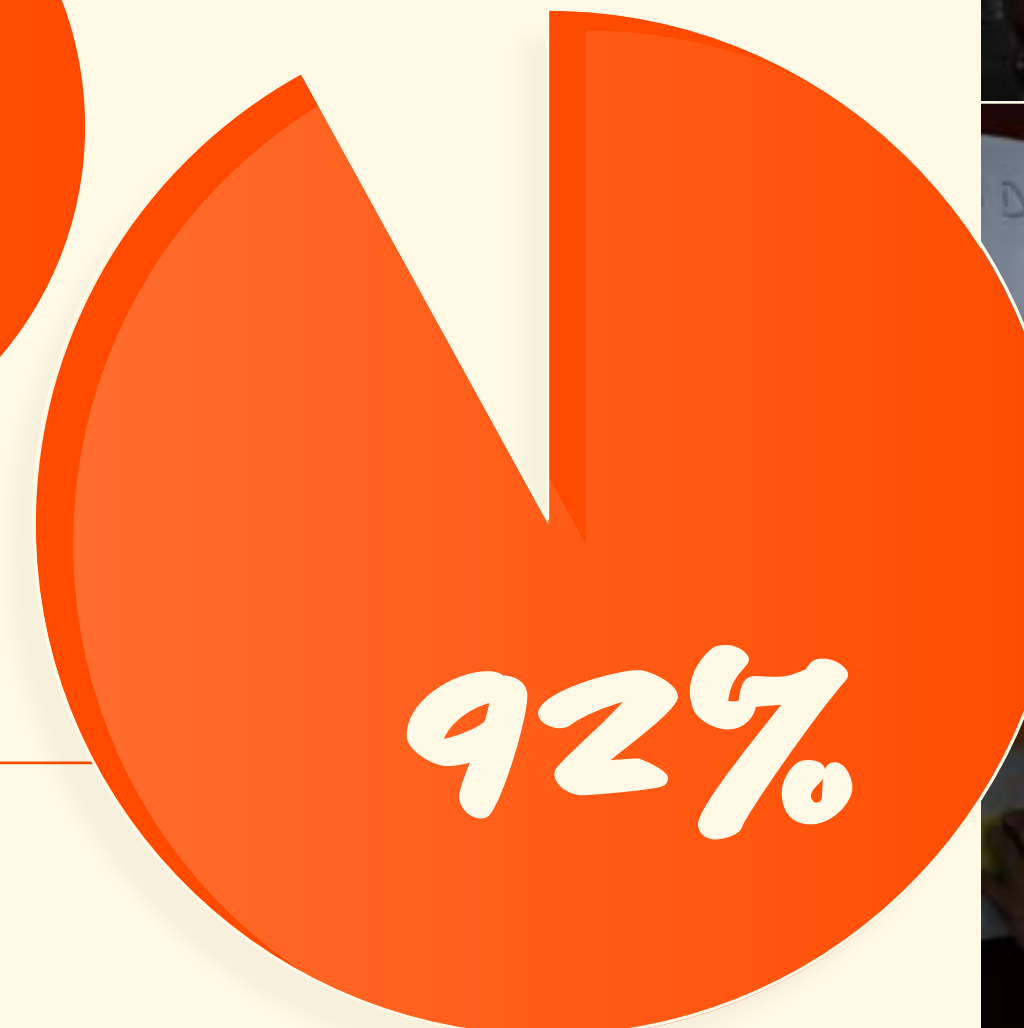


MENTAL HEALTH

100% of participants found this workshop worthwhile.



92% expressed a commitment to changing habits as a result.



2023 Impact Case Study:

WYNYARD PAVILION

VALUE OF FUNDED WORKSHOPS TO BUSINESS:

One of the beauties of Healthy Hospo is its' accessibility to participants as it is funded. This gets people along who may not otherwise attend events of this kind or have access to this content or material. Also being specifically for hospo staff it is creating a sense of community nationwide as it grows; as people tell friends and colleagues, bring along more team members and return for multiple events.

CONTENT THAT MAKES A DIFFERENCE:

Using industry specific examples and content tailored to meet the challenges of those in the industry makes it particularly potent and effective in it's mission to support the hospitality Whānau. The industry is in great need of tools, resources and support for wellbeing and this is evident in the growing numbers and demand for workshops as well as the responses and feedback we are getting.

THE TEAM:

Lori and Aimee are just an absolute joy to work with and have been from the very beginning. Their passion and dedication to the project is inspiring and foundational to its success!

IMPACT ON LEADERSHIP:

Healthy Hospo is having a huge impact on not just us personally, but how we want to operate as a hospo management company. You're so far ahead of the curve.



2023 Impact Case Study:

INKSTER COMPANY

STAFF TURNOVER IMPACTS:

Looking at recruitment costs alone, OGB have **decreased their recruitment costs by 80% YTD**, while Austin Club and Paddy McNaughton's our other venues from last year although smaller and not as complex to staff, have no recruitment costs this year. This is due to creating the right team culture and attracting staff to work in the venue with prestige and supporting lifestyle choices and showing company values of care, working with initiatives like **Healthy Hospo**.

INSPIRING NEW INITIATIVES ACROSS THE COMPANY:

We have partnered with a local gym for team building, as a result of connections made through Healthy Hospo, to create positive social interactions and encouraging our teams to keep fit and active by sponsoring any socials teams internally.



STAFF MEAL REHAUL:

Chris Davies is one of our leaders at OGB, and he has always struggled with the staff meals. After the nutrition workshop he made it his mission to contribute to his team and working with the chef's to find cost effective ways to ensure we could get well balanced staff meals to avoid the heavy deep fried current quick easy options most of the staff had been enjoying.

BURNOUT PREVENTION:

We've seen the chef's work together more and speak up when they are under staffed, it had been regular for chefs to achieve over 50hrs per week over 6 days, this is something Ben Clark realized during our recharge your leadership, and **now he has his team on a 4 day 40hrs rotation to allow for recovery and rest.**

This also means when the business picks up or those unforeseen moments cause extra work, the team are ready to pick up the pieces.

"I've come out of this feeling normal, which I haven't felt since a while ago. Until something happened at work that frustrated me it I thought about my feelings and gave the event a reason and why I felt this way."



View from our Presenter:

KELLY WATKIN, MINDFULNESS TEACHER

Developing and sharing this content for people who may not otherwise have the opportunity to experience it and seeing them resonate so deeply with it feels like meaningful and important work. It is undeniable the impact the workshops are having when we see and hear peoples reflections and responses afterwards and see their engagement in the workshops.

Often Lori and I feel emotional because of what we see in peoples' responses or what we hear them sharing at the end of a session. Hearing the ways they each endeavour to integrate what they have learned and make small positive changes in their lives and workplaces inspires me that the ripple effect from this initiative can be very significant.

“Kelly’s sessions are a really important and tangible part of how we support our team and create a healthy work environment.”

— MINDFULNESS WORKSHOP FEEDBACK

Healthy Hospo | 2023 Wrap



MINDFULNESS WORKSHOP IMPACT:

A boss in Dunedin brought several of his team along who had all experienced both professional and personal trauma recently. They shared in our reflection ways they were going to implement mindfulness strategies into their work environment moving forward, like having longer mindful breaks upstairs, designating a space where people go away from people and phones to recharge mid shift. **The boss expressed how he saw these things as an important investment in his staff wellbeing.**

