



CASE STUDY

Transforming Workplace Wellbeing at Origin Energy



Report written by Sahra Barton from Origin
Head of Sales, Marketing & Customer Experience

The Challenge

The past two years have been tough for Origin Energy's residential LPG (liquefied petroleum gas) team. They faced extreme weather, volatile markets, and workforce shortages. These pressures impacted key business metrics and led to high levels of stress and worse employee wellbeing. The goal? Implement a program which could enable my team to come to work at their best. I wanted to build resilience, boost happiness, and empower the team with evidence-backed strategies for managing stress and improving mental health.

The Solution

Neuroscientist Dr. Hayley North from Understand Your Brain, designed and delivered a wellbeing program to help the team thrive.

The approach was:

- ✓ Simple & Practical: Bite-sized, actionable strategies for immediate impact.
- ✓ Flexible & Engaging: A mix of in-person and remote learning.
- ✓ Science-Driven & Fun: Rooted in neuroscience, with real-life applications.

The Program

Over 9 months, team members participated in 8 interactive sessions (1hr each):

- 1 Understand Your Brain & How to Care For It
- 2 Managing Stress with Neuroscience
- 3 Improving Sleep & Circadian Rhythms
- 4 The Neuroscience of Mindfulness
- 5 Mental Health & Resilience
- 6 The Neuroscience of Happiness
- 7 Optimising Physical Health for Mental Wellbeing
- 8 Brain Hacks for Productivity

The Results

The program delivered a meaningful impact on the team members involved, both recorded in the OfficeVibe results as well as individuals' comments. In addition, the team's overall wellness results are more than +1 compared to Origin's average.

Origin's OfficeVibe Survey Results of the Team:

- 📈 Ability to Manage Stress improved by **46%** (from 5.6 to 8.2)
- 😊 Happiness at work increased by **29%** (from 5.6 to 7.2)
- 💪 Personal health scores improved by **15%** (from 6.8 to 7.8)
- ⚖️ Work-life balance improved by **7%** (from 7.1 to 7.5)

Post-Program Survey Results:

- 100%** were either very satisfied or satisfied with the program.
- 100%** feel more knowledgeable about their brain/mental health.
- 86%** feel better equipped to manage stress.
- 83%** have implemented strategies from the program.

Participant Testimonials

"It was great to have dedicated time to speak about mental health in the workplace and to learn about strategies on how to manage key things you can really struggle with in a corporate environment – stress, burnout & making time for mindfulness. Learning how to 'retrain' my brain has been a game-changer. I recently completed my first-ever fun run using Hayley's technique of breaking goals into smaller parts & rewarding progress."

Olivia Anderson, Senior Marketing Manager LPG

"The program provided simple, practical strategies based on scientific fundamentals. Hayley was a fantastic communicator, breaking down the science into easy-to-apply insights. By the end, I had a toolkit of new healthy habits that I've been able to stick to!"

Sam McDowall, LPG S&SC Operations Manager

"The mindfulness session gave me the jolt I needed to prioritise my wellbeing during a stressful time. I took some of the techniques for rewarding the brain and exercises to refocus and get back to balance. Since then, I have maintained my regime of focussing on ensuring that I am ok and able to support my family through this difficult time."

Lachlan Burns, Geo & Channels Manager LPG

Reach out to see how we can help support your team's growth!

hayley@understandyourbrain.com.au

www.understandyourbrain.com.au

