

Health & Wellness | People & Culture

Are your employees taking frequent sick leave days, or not attaining deadlines due to limitations such as joint pain and muscle aches?

You're not alone facing this situation. Engineer's, sales representatives, marketing & retail manager's cashiers, accountants, waiters/ waitresses, teachers, most members of staff holding desk or standing positions are affected by pain, in one form or another, causing limitations to everyday life.

Corporate health, wellness & fitness, has become the cornerstone of the workplace for this very reason. Financial burdens for organizations are lessened and improved overall performance of employees is addressed. The reality is that the wellbeing of people in a business is paramount to its success.

The Body Tonic Group (BTG) is a health, wellness, and fitness training company based in Auckland, New Zealand. The founder Lynne Scott is a certified expert in The Biomechanics Method Corrective Exercise Specialist, is pelvic floor & core certified, author, and a movement specialist & fitness trainer with a focus on strengthening the body, on delivering, and educating the mind-to-body connection.

With over 30 years of industry experience under her belt, many certificates, and qualifications later, Lynne understands the many aspects involved in movement to support good daily living.

At The Body Tonic Group, not only on offer as herewith, for the 90-Minute Interactive Workshops, we train varying levels for everyday people, teaching them, how to be conscious and consistent, working towards achieving a better understanding of their health and well-being, whilst also incorporating rehabilitation where applicable.

To find out more about my services, visit www.thebodytonicgroup.com

You can also view more on my Instagram www.instagram.com/thebodytonicgroupnz and my Facebook page - The Body Tonic Group.

Feel free to connect, I am available to answer your queries and offer my best advice.

Lynne Scott



*Movement Specialist and Fitness Trainer (Reps. Registered)
The Biomechanics Method Corrective Exercise Specialist
Pelvic Floor & Core Certified
Sports and Advanced Sports & Remedial Massage Therapist
Author*

The Body Tonic Group

E-mail: lscott@thebodytonicgroup.com

Mobile: +64 21 204 3280

<http://www.thebodytonicgroup.com>

<http://Facebook.com/thebodytonicgroup>



90-Minute Interactive Workshop for Staff Members

Lynne Scott helps members of staff and the public to address and rectify health issues. With Lynne's experience, gleaned from over 30 years in the fitness industry, her support in better health and training abounds. It has led her to write various books, passing on her knowledge to help those in need.

With the development of the 90-Minute Interactive Workshops, Assessments and Exercise Consultations, sharing with participants her training manual written personally by Lynne herself, everyone learns and can succeed in their greater wellness. The manual consisting of 130 pages, is every participant's practical tool and best all-round guide to better daily living. It is a daily guide to pain prevention.

Did you know that lower back pain is the single leading cause of disability worldwide, with 80% of adults estimated to experience a back injury in their lifetime, with 10% also suffering from re-occurring injuries.



Poor posture, slouching, an unawareness of incorrect movement execution, on how to protect and prevent the body from pain or injury, is a main contributor to heightened stress levels in individuals.

Reducing increased pain trigger points, and ultimately helping to reduce poor mental health outcomes that follow from incorrect movement, will be demonstrated with Lynne's expertise.



Self-care is imperative and staff should be shown the correct way on how to achieve this.

We need to ask ourselves:

- Are these health concerns preventing staff from reaching their goals?
- Is poor mental health increasing, and stress levels higher within your organization?
- Does lack of shared corrective method specialist training, and staff not 'being in the know' on how to increase health & wellness, through this very corrective exercise specialist method itself, affect members of staff's physical and mental wellbeing?
- Do these issues make staff take time off work or not complete projects on time? In turn creating depression.

To address these issues, Lynne has carefully selected some core topics for common pain points, injuries, and health concerns that people on many different levels can benefit from.

Lynne will:

- Help staff with reducing temporary or chronic musculoskeletal issues that prevent them from performing even low-level physical activities without experiencing pain.
- Serve to address impairments in the body, which cause stress levels to rise, address imbalances, reduce pain points, joint dysfunction and increasing better mobility.
- Identify underlying imbalances, that may cause and contribute to muscle dysfunction, and movement restriction.
- With self-myofascial release techniques, and specific stretching exercises, teach staff how to correct muscles and soft tissue limitations, and teach how gravity and ground reaction forces affect muscle function.
- Train, guide & demonstrate effective techniques to progress and regress certain movements, which long term supports staff's health and wellness.
- Help staff to reach their goals of reducing stress levels, increasing positivity and motivation, fitness, balance, and reduced pain. Staff will increase strength, simply, efficiently, and effectively.

Lynne Scott is a firm believer in precise execution of movement through mind-to-body connection. A strong advocate for protecting the body, preventing injuries whilst being active, her exercises are unique, fresh, and fun and offer practical value.

Lynne gives in-depth explanations, whilst encouraging high motivation for people to re-shape their own success stories, which also prevent depression and anxiety.

Lynne teaches how to be consistent, which is key to better wellbeing, helping to release negative stigma's relating to these influences in life.



Through Lynne's continued and ever-growing passion and the need to express her knowledge, is shared in the 90-Minute interactive workshops, assessments and exercise consultations.

Studies have shown employers who invest in their employees' health, have a significant ROI. This returns and reflects in the bottom line.

Fact

Worksite wellness programs are shown to:

- Help create a healthier workforce
- Increase employee productivity
- Decrease employee absenteeism
- Lower employer health care cost
- Increase employee morale
- Attract and retain good employees



81%

81% of employees think that employers support their wellbeing by offering corporate health and wellness programs, and workshops. This was found to be one of the categories that garnered one of the most employee interests.

- ❖ **Staff** can injure their backs from an everyday basic activity or movement, possibly twisted around to look at something too quickly and therefore put their backs out of place.
- ❖ **Staff** can experience shooting pains down the side of their legs, or struggle with swollen ankles.
- ❖ **Staff** struggle with neck and lower back pain by simply sitting at the desk, or standing for extended periods, or simply bending over to pick something up.
- ❖ **Staff** can also, constantly ache in the neck region. They also bloat in their lower abdomen or stomach region and can't seem find relief.

No amount of massage will alleviate this and/or continued visits to the medical practitioner.

About Lynne Scott

Lynne Scott is a movement specialist & fitness trainer, with a focus on strengthening the body and educating on mind-to-body connection.

She trains people how to be conscious and consistent and achieve better results with their health and well-being, whilst also incorporating rehabilitation where applicable.

Lynne is a 'master' in the field of movement and fitness training, and places great emphasis on the three planes of the body, the mental, physical, and emotional.



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Lynne can answer questions specifically around, injuries, and pain points, and offers advice on precise execution of movement. Lynne offers tips on healthy eating and good nutrition too.

Having trained all walks of life from youth up to very elderly, extremely athletic and those who have suffered from injuries or undergone operations, Lynne's advice, and guidance, offers valuable information and is a guide, with practical tools on how to attain better everyday living.

The information given in her workshops, will not only bring to light a new understanding of one's body - but is able to aid, in the discovery and healing of health concerns or symptoms that are being experienced. Lynne's information shared, helps to prevent further pain in the future, as well as develop strength!

Staff can address their many various needs, with first-hand advice on offer, specifically tailored to individual capabilities, fitness levels and body concerns.

Staff will be guided and in-depth knowledge will be shared. Lynne will tweak, and tailor any movements, to ensure everyone is gaining optimum results and strengthening correctly.



**Books
written by
Lynne
Scott**

Why Choose The Body Tonic Group?

The Body Tonic Group, a health, wellness, and fitness training company is based in Auckland, New Zealand.

The Body Tonic Group's organizational goals are to educate, motivate, and support through specific exercises, working with the mental, physical, and emotional planes of a person, supporting mind-to-body connection. The aim is to increase the feeling of well-being.

Need of Fitness Workshop in Your Company

Increased Absenteeism

The US staff absences contribute to a loss of \$16 billion per year, further leading to productivity loss in the company¹

Costly Health Insurance

Employers & insurers can trim insurance costs by incentivizing healthy lifestyles

Team Building

Encourage team exercising which will further create strong team bonds & increases employee motivation, productivity, & retention

Workplace Stress

Encourage office fitness can reduce stress in the company as the brain will release good hormones after the workout which will increase employee satisfaction rate

Ways We Can Help



Create a worksite culture of health

By increasing employee engagement, strong leadership support, and offering them a highly effective corporate wellness program



Provides a healthy lifestyle

By helping employees with good nutritious diet and regular exercise plan according to their schedule



Develop healthcare cost containment strategies

By helping employees to allocate and invest in plans in such a way which will reduce the employee health care costs



Conduct data evaluation process

By accurately quantify and document the financial impact of a health and wellness program, and produce a valid and reliable measure of program savings and return on investment calculations

Connect with us

From the 90-Minute interactive workshops to classes, personal training, assessments and exercise consultations, including all other services, Clients are given that special attention and nurturing, to grow stronger and be healthier in both mind and body.

With the development of the 90-Minute interactive workshops, assessments, exercise consultations and fitness training, plus the various book editions, the aim is to achieve these goals!

Lynne can address many various needs and topics on health, offer first-hand advice, tweaking, and tailoring different movements to ensure everyone is gaining optimum results and strengthening correctly.

Online fitness classes and online assessments and exercise consultations are also offered.

Should you need any further guidance or have any queries, feel free to connect, or head on over to www.thebodytonicgroup.com This is where you can view more helpful information. Lynne is always happy to help, so reach out when you can!



THE BODY TONIC GROUP



YOUR COMPANY'S
JOURNEY OF
TRANSFORMATION
STARTS HERE

GET IN TOUCH!

For more info, reach out any time via email lscott@thebodytonicgroup.com
or visit www.thebodytonicgroup.com



Lynne Scott teaches the importance of health through movement. She is an advocate for the power of life balance, of work-to-home, which is imparted through her teachings, and with showing people the importance of mind-to-body connection. It is all about success, balance and a sense of achievement, because your time matters and your health matters!

Workshop attendance - Staff members will also learn:

- How to execute certain exercises correctly and why one must do them with the right technique.
- Understand the reasons why we do certain movements, supporting improvement of various muscle groups, to aid and maintain good balance and reduce pain points.
- Be taught how to increase flexibility; learn to do certain stretches and movements to reduce stress and increase flexibility. This enables one to move more efficiently and to increase agility.
- Learn to use certain areas of the body one may not have thought of when doing certain moves to attain and achieve optimum results.
- Understand how to move, strengthen, and heal, working body regions around injuries; both old and new.
- Learn how to do easy, effective movements, without high impact exercises, and which are not too time consuming.
- Learn to become consistent with specialised moves that work, and that one can do in their own personal capacity, such as relieving lower back or neck tension.
- Understand how to do a variety of movements to support various regions of the body, including core and pelvic floor muscles to increase better daily living.
- Be taught to think about the exercises being executed - learning to make mind-to-body connection, which increases positive output by up to 22%. Increase physical functioning and mobility.
- Understand how to move the body into positions suited to personal needs, to build strength and prevent health concerns, pain points and injuries.
- Learn exercises that will support the lower and upper back; that will help prevent future back, neck and shoulder injuries and pain.
- Learn how to reduce stress levels through understanding how to do better movements.

Additional support and knowledge can be gained from Lynne Scott's books, manual and online material.

From Lynne Scott:

I would like to create an opportunity to discuss how we can mutually create an effective wellness program for your staff.

I believe I have a differentiated offering. I meet societal and individual workplace needs, as well as being able to adapt to a broad range of differing health concerns and needs, including taking groups through interactive training and exercise consultations.

Currently, I am trending and on target with health and wellbeing and presently reaching a broad target audience. My knowledge and ideas are plentiful and backed up by extensive practical experience.

The purpose of presenting this letter of information is to create an opportunity to discuss a mutually beneficial partnership between both parties.

I have testimonials to verify this. Most importantly, I have confidence in what I offer, and I am more than passionate. Testimonials can be viewed on www.thebodytonicgroup.com

Developing greater members of staff

I would like the opportunity to develop the ideas forwarded, working alongside your organization.

Whilst The Body Tonic Group has many ideas on offer, I am open to discussion on options, needs, goals and the aims which both parties are trying to target and meet.



Summary

My [Lynne Scott] professional career has provided me with excellent working knowledge in all facets of wellbeing. I have the ability to cover many aspects of health and wellness improving wellbeing for people of all backgrounds, ages and levels.



I have found my approach effective and is rarely utilized by other trainers. My careful “hands on” approach works.

It is evident to me, based on my knowledge and experience, that people need to be educated and motivated consistently and with corrective methods, to drive positive change in their lives.

People from all walks of life are hungry for knowledge, fun and information to improve life satisfaction and wellbeing.

Too many people struggle mentally with stress, the

busyness of life, anxiety and depression, as well as other illnesses, including at times an apathy toward life in general.

This can be changed through exercise and advice shared and applies to varying situations.

I have seen first-hand that when one moves and exercises correctly, positive results can be attained and confidence and motivation increases.

Pain depletes furthermore and one starts to feel better on the inside too.

Positive thinking starts to occur, better decisions are made and a person’s body can move with more ease on a daily basis.

My skills and expertise prompts all of the above, and drives people to try new ways and develop new skills for themselves. **The psychology of ‘the holistic approach’ should never be under estimated.**



My core objective is developing healthy habits for a lifetime.

I have seen people I have trained over the years with a variety of health issues. From better balance, fused feet, spinal disorders, autoimmune diseases, depression, knee & hip replacements, severe neck injuries, up to and including general ‘everyday people’ of all ages and levels, wanting to be healthy. People want to become strong, energetic and focused.

This includes supporting these very ‘everyday people’ ‘in the fine balance of good health with balancing the ‘work and home life’, simply looking to better their health to attain better daily living.

Members I have trained also include women with osteoporosis, people with fused backs and spines (spinal operations), recovering/recovered cancer patients, the elderly and youth who are overweight or in need of better health guidelines, as well as women learning to work around menstrual pains, hip and spine issues, as well as the likes of scoliosis and fibromyalgia.

I



believe my captivating charm, addictive energy, and in-depth experience, will be the ‘flame that lights the fire’.

I have the ability to go from one topic to the next with ease and confidence, gleaned from over 30 years of experience. The focus and concentration is also on ‘tweaking’ movements at all times, so that it suits individual needs.

This supports ongoing exercises and education on healthy lifestyle routines. None of this can be obtained through physiotherapy, or working out at the commercial gym, with weights, circuits or in general classes.

Workplace Wellness
Keeping Your Employees
Safe, Happy & Healthy

The Power of a Goal

Imagine the power of hundreds of goals. Imagine being the flame that lights the energy behind the goals. Imagine having the resource to maintain the momentum until each and every goal has been achieved.

I appreciate you taking the time to review this proposal overview and introduction. I look forward to discussing how we can partnership to our mutual advantage.

What to expect on the day and the skills you will learn	
Take control of your body	Balance work Life Health
Prevent injury	Move more efficiently
Gain practical, valuable tips & great health principles.	Learn to do effective moves to better your functionality and mobility
Increase strength	Work around old injuries
Reduce pain points	Release stress and tension
Understand how to do easy moves to increase strength	Learn mind-to-body connection to increase output, to gain optimum results



This is done by teaching staff members to live and love life, to strive and thrive in strength!

Health executives are supported by working on the three planes of the body
Physical | Emotional | Mental.

Lynne Scott develops health and wellness from the workplace to the home and back again, using mind-to-body connection through specialist movement and corrective method exercise techniques.

Effective, easy to follow steps that drive motivation, and increase wellbeing is taught with minimal time and fuss. Exercises are is easy to execute alone and having the support of a professional to start with and to follow through with when needed, delivers on positive outcomes.

Executive health and well-being is broad:

I believe it is a good, satisfactory, or higher standard and condition of existence.

It is a state of health and wellness characterised by consistent good health, happiness, prosperity, welfare, and personal care, with the ability to motivate the ‘self’, as well as influence the well-being of various individuals.

It is a show of a Company’s success, having happy individuals, and this results in increased productivity and longevity.

It brings about a state of reduced stress, calmness of mind and reduced pain trigger points.

A strong body, a strong mind = happy motivated staff.

Health and wellbeing programme’s include: -

A range of global dynamics, with many different applications and areas of expertise linked directly or indirectly to staff who are the very people that matter. The staff who are linked to business results. Health and wellness programmes deliver fun and value. They have extended positive outcomes from the office and to the home. Better communities and workplaces are built.

Wellbeing programmes and executing continual training in this particular area, should be addressed with consistency to encourage optimum results. It is imperative for staff to be active, without members feeling stressed or exhausted at the thought of movement being another activity added to their already long list.

Movement and training of wellness programme’s.

These must be effective through easy-to-follow exercises. Body pain point relief tips can be given. Through sharing of knowledge covering all aspects of health, such as healthy food guidelines, and delivered with the individuals needs taken into account, it then becomes collective for a group.



It is proven that movement stimulates, reduces illness & stress levels and increases motivation.

Movement reduces pain points, raises innovation, can improve staff retention and development.

When a person is shown how to work certain muscle groups and is taught how to mentally connect, and think about the area of the body they are working, positive output can be increased by up to 22%.

The message of wellness is followed through with consistency.

It is about an individual being given the right tools, practical advice, demonstrations, and knowledge to develop this very healthy thinking.

The impact of mental wellbeing in the workplace.

This is for staff to be developing the 'self', through support of the organisation.

Wellbeing is about what works and matters to each individual, and each individual being shown how to achieve this very wellness.

Learning how to execute a movement.

By being given the tools and tips, for example, how to reduce pain in their necks with practical demonstrations, which helps relieve stress. Through this, positive change will occur with trust being developed. This allows for 'opening up' of the mind to increase activity, and feeling good is enhanced.

How does this motivation continue to grow?

By being taught and learning to execute movements correctly, by doing this regularly.

Changes will be visibly noted which will result in increased motivation – training is about developing the 'self'.

Developing staff and to have people think about healthy living more often.

To learn and keep learning and to never give up is key!

The aim is to reduce 'burnout'.

Burnout is now considered an 'occupational phenomenon' – with feelings of energy depletion or exhaustion, reduced efficacy and increased mental distance from one's job.

This can lead to feelings of negativism or cynicism related to one's job.

Key areas of consideration when developing the fitness, health, and wellbeing of staff:

Managers are not qualified movement specialists and fitness trainers.

Every individual has different stretching and exercise requirements. Personal requirements can relate to an individual's health history, age, physique, and mentality. Quite simply a 'one-fits-all' solution does not create enhancement.

Train the trainer does not work.

Often 'health and wellbeing' service providers promote a 'train the manager' solution. A manager is not a qualified movement specialist and fitness trainer and should not be responsible for the health and wellbeing training of their peers. The lack of qualification of managers can put staff at risk of incorrect training to support their personal requirements.

Staff's health and wellbeing needs change regularly.

A professional trainer can identify and relate to the changing needs of staff and adapt exercise and movements to accommodate the individuals in the team. Examples of change requirements include sickness i.e. flu recovery; injury, sleep deprivation and hormonal (both men and women) changes.

There are techniques to relieve stress and trigger points through certain corrective methods, movements and training aids.

Stretching, correct method exercises and movement must become habit.

Resources include intranet systems, posters and books (printed and digital) and other materials, which will empower both habit and lifestyle change.



This support ensures exercises are performed consistently and that staff can follow throughout the day. The importance of habit formation ensures that the repetition of exercise and movement transitions develop into body strength and sustainability.

Individual's strength and flexibility translates into less workplace strains, injuries and correct and more effective downtime.

Mini stretch movements designed for the individuals work environment.

Different exercise and stretch requirements suit different work demands.

The need to provide the right balance of education on exercise and stretching for those working predominantly at their desks in a retail environment or within a production/warehousing environment, are examples.

Each individual need varies, and their exercise should be personalised to suit. This can, and when learnt, be brought and into the collective as a whole.

Loss of staff engagement.

An investment into health and wellbeing training requires staff engagement and 'buy in' to achieve results and a return on the investment.

To deliver on positive engagement and results an expert can bring enthusiasm, creativity and relevance to each staff member.

Trends driving problems

Trends in our society influence and drive the issues.

An example of one of these trends is generic, commercial gyms. These advertise a healthy lifestyle to members but lack personalized attention to individual needs and the solution to overall wellbeing is limited.

'One rule does not fit all'.

People are leading increasingly sedentary lifestyles.

People are living with the lack of knowledge or conscious thought toward proper healthy eating guidelines and proper exercise techniques.

Teaching stress relieving exercises and finding ways to enable better daily living are key.

People are less active, in the 'correct way'.

Because they do not know corrective stretching exercises, or know how to reduce stress or pain points people are unaware which movements are best suited to their needs.

Ultimately with this comes pressure, negativity, anxiety and low self-esteem.

People unfortunately are not aware that there is a viable alternative.



With an apathy towards better health, this creates underperformance in the workplace. Fruitless visits to their GP or physiotherapists can be costly, often including taking time off to recover. These further exacerbate health issues, both physical and mental.

The solution is more personalised training and educating.

Personalising training and education helps to solve problems and motivates.

Bring all the information taught back together, this allows the individual to grow and engage the 'self, more consistently.

This drives better work places and home life balances.

The aim of Lynne Scott's education and training.

The aim is to develop overall wellbeing and to keep this wellbeing moving forward into the future.

After initial training it reiterates health issues and allows for questions to be answered to meet individual needs.

It allows staff members to find solutions to their concerns and learn how to make the solution long term without too much effort.

It is imperative to have this approach, rather than a focus on broader aspects only.

With personalised attention people feel comfortable in a non-judgemental environment.

As part of a holistic approach there needs to be consistency of movement.

This can include visuals with the right content and personal interaction.
It can be in the form of group discussions and workshops, especially for women.
This can cover more sensitive areas, such as pain created in the ‘lower region’ of the body, from sitting or standing for extended periods.

Using this approach, future outcomes are powerful.

With this approach general relationships will improve, resulting in happier members of staff. This will place less pressure on organizations, and families.
It will alleviate mental illness and lower the tendency toward apathy, anxiety, depression, and possible suicidal feelings.

The burden on the health system and organizations will be reduced.

As a Nation we need to build success around weight loss and reducing stress levels, as well as pain.

People need to be more active.

People need to be more active without the stress of thinking that they must go to a gym every other night or morning.
Staff need to be educated consistently to drive change in healthy lifestyle habits.
In the end self-confidence will be enhanced – creating a base for future success in one’s life and helping to broaden individual’s horizons.

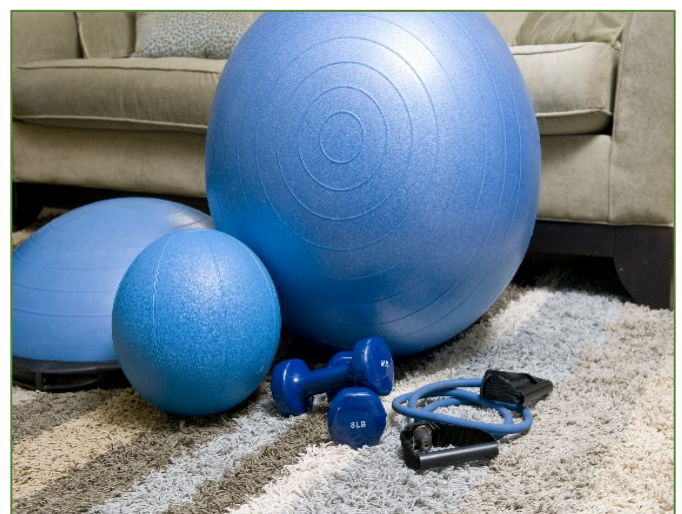
People also need to learn how to move correctly at their desks.

This needs to be done without taking time or bringing attention to themselves.
Exercises should be a natural aspect and can be incorporated into the workplace – again, from the office to the home and back again.

Through learning and correct movement.

This can impact emotional and mental wellbeing.
We know this affects good health and mutual respect.
Communication will improve within organisations and in society as a whole.

Health and wellness drives better communities and strengthens people to ultimately make wiser choices.



Scope of solution

There is a need for education and training that covers all aspects of individuals in the workplace.

The goal is to achieve good physical and mental health. This need can be met through my movement specialisation, workshops, assessments and exercise consultations and through my 'overall holistic approach' to general wellbeing.

This target's open lines of communication.

This can be done through Lynne Scott's training manual of 130 pages– containing Lynne's exercises and wellness follow on tips.

Through learning how to exercise correctly, with staff members being given information and the practical tools towards healthiness.

Learning to be more active without the stress of time constraints.

Learning to heal the 'self' by knowing how to release pain points.

This includes tips and advice on foods, drinks, supplements, and personal requirements.

To stay strong and focussed is key, and shared through Lynne Scott's knowledge.

I suggest discussion's to develop and engage in training and putting a contract in place between both parties.

Once a plan and budget is agreed upon, we will engage in the continuation of the team building spirit, which will drive wellness and personal growth of each staff member.

These will take place through the 90-minute Interactive Workshops, assessments and exercise consultations and a training manual, which is written by Lynne Scott.

Employees With Health Problem Can Cost You

Heart Disease = \$6,112.00

Depression = \$6,667.00

Arthritis = \$5,000.00

Diabetes = \$5000.00

Obesity – Absent 2.3 times more than lean employees

Back Pain – Patients spend 60% more on health care



* per employee per year

This covers all aspects of health, exercises, and movements to do at the desk or for a standing position as well as at home.

The workshop will give nutritious and healthy eating guidelines, hints and tips and more. Personal interactions via online systems could be addressed once training has begun. All training will take place at our workshop and studio in Torbay.

Objective, aims and suggestions:

My objective is to aid staff in a more personalised wellness exercise programme.

We will do this with developing and introducing small group 90-minute interactive workshops. This will follow through with exercise consultations. It will include the support material/manual and will be available to each member of staff.

We would start with a meet and greet.

We would then move into more generalised/overall workshops, (smaller groups of 4-6/10 people). Members of staff choose their specific date to attend, in a set time frame i.e. of chosen 2-3 calendar months or more.

We would then follow through with continued specific workshops.

These would be for a set time period of 6 sessions/workshops. This could be, for example, on how to release back pain from sitting or standing for extended periods, stretching techniques, corrective method specialist movements, or how to reduce neck pain.

Members of staff are taught at the 90-minute interactive workshops.

They would be taught how to execute movement correctly to address their issues.

Members then put the knowledge shared into practice.

They are then free to book in for personal exercise consultations to address any questions or issues they may wish to address.

Investment into the 'self' is continued, through the exercise assessments and consultations.

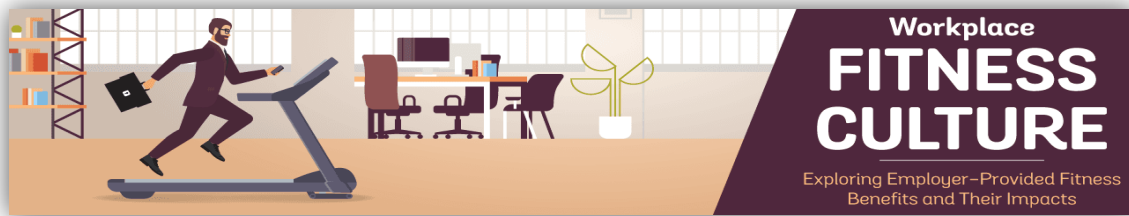
It is a great way to reduce any loss of information shared, which may have been forgotten and to continue wellbeing development (The written manual will help to keep engagement to follow through with).

The engagement of initiatives and leverage.

This can be done through the intranet, building and developing team building further.

The aim, objectives and suggestions:

- Engage with staff and what they feel they need, what is not being achieved and what they feel about current health and wellbeing practices and results.
- Strategic planning put into place to assist findings and align further programs and outcomes, and find out what individual expectations are in regard to positive outcomes.
- Set key program core performance indicators with results programs and feedback systems can be set in place.
- Refresher programs can be set at a 6-month period. This is put in place from the initial wellness program to provide continued motivation and wellness development.
- Provide continued online support by booking in a consultation via Face Time or Zoom
- Engaging to discuss the monthly management feedback key performance programs and indicators, reporting on reviews, and what exercise outcomes are being produced.



Vision and suggested processes of the wellness programme bring high success rates

Initial stage: (Excite & motivate for up and coming training via information)

- a) Create a question sheet on staff expectations, health issues, personal needs, feelings about exercise, nutritional foods and what staff members feel they may need. What did and did not work for them in the past and what they are looking for now. (This will be a guide to more positive outcomes and addressing needs that may have been missed with past experiences, or why there may be apathy to increasing movement presently).
- b) Begin to engage with staff through an initial ‘keep posted’, ‘your health matters, your times matters’ online systems. ‘Connect the dots’, follow us on these dates, ‘check it out’. A build-up of information fed through to staff to excite and drive motivation initially.

First stage:

A meet and greet Lynne Scott.

This is put into place over a ‘set calendar time period’, for staff members. This can be done via online systems which are set in place.

The creation of promotional material

This should be carried through the entire health and wellness programme.

This way staff members will learn more, be encouraged to remember to do their movements that they have been shown, and try ‘new things’.

They will be able to come back with further questions and ultimately drive continued team building within the organisation.

It will also reinforce health and wellness matters and change thinking consistently.



Lynne Scott will build confidence during the entire process.

She will demonstrate knowledge of flexibility and build on individual needs, addressing and talking about strengthening and executing movement correctly.

She will be helping staff members to feel good by teaching how to increase better daily living, both at home and the workplace. **Healthier minds and bodies will be induced, reducing stress levels, opening lines of communication.**

Second stage: (Block - Bookings put into place – first workshop attendance).

How to address particular issues in a few easy to follow steps.

Lynne will do this through exercises and advice and the manual written by Lynne Scott.

Staff will be able to attend the workshop.

At the workshops they will feel free, and less intimidated, to ask any questions on their health and wellness, for example,

Lynne can demonstrate how to reverse, and better, health conditions of the neck and shoulders (Towel, massage ball, flute neck self-massage, chin press/neck release push back with 2 fingers) through simple moves, or show staff members how to move and strengthen themselves for better daily living.



Written content is drip fed through via online systems.

This content is on certain exercises, or messages, on what to look out for. It could be on how to protect the back or why drink more water etc.

It is imperative not to ‘bombard’ people with lots of information, or it becomes an overload, and they cannot take it all in.

Movements and understanding what to do.

This takes time to think about and needs practice and reinforcing. This way positive change is created.

Third stage: (2nd ‘block booking’ attendance of six follow on workshop sessions

After a period of practice from the workshop, staff return for more in-depth workshops and address more specific concerns.

At this stage staff members return, enabling them to ask any further questions they may have. It also gives opportunity, if they have tried movements, and they don’t understand why something doesn’t feel quite right.

For the duration of this stage, permission could be attained from staff members (in writing) who don’t mind sharing their experiences, whilst being shown an exercise by Lynne.



This could be shared with online with members of staff, further reinforcing the health and wellness of each individual and to show care and motivation. Incentives could also be built into the program.

Fourth stage: (Exercise consultations)

At this point, after completion of the workshops, six exercise consultations, in the personal capacity, can be booked in by staff.

This gives staff the tools to manage the training imparted initially and receive personalized attention.

Fifth stage: (Recap programme)

A recap follow-up process and programme is put into place.

This is for a stipulated time period, after a 6 month period.

Sixth stage: (Induction programme for new recruits)

I believe it is imperative to develop a health and wellness induction programme for new recruits. The moment a new staff member ‘walks through the door’, they should be taught and given the same training as other staff members have received.

It is imperative to reduce time off work and reduce staff turnover, including being shown how to reduce stress levels. **The aim is to aid and support wellness, and to reduce stress.**

This induction programme should be set for a stipulated time period.

CONTINUED SUPPORT:

‘Fun in the sun’ – increasing self-care throughout the warmer months

This supports brand awareness and shows support and care of staff. It is a great way to close off with the training, and for the continuation of the wellness program to be addressed in the personal capacity.

Sun care information is available through a book Lynne Scott has written on sun care and exercise tips to relieve tension from travelling longer distances during warmer months, or long weekends out of town, and supporting wellness.

The book is called ‘Sunny Side Up – How to stay safe enjoy the sun & reduce body tensity’.

The book can be purchased and, as a suggestion, a percentage of proceeds given to St. John’s Ambulance and/or the Cancer Society. This too, will support brand awareness.



Sharing testimonials:

To Whom It May Concern,

I elected to undergo a pre-emptive heart by-pass operation in early 2021.

Lynne Scott has been my wife's personal trainer for some time, and I decided to visit her to see what services she could provide to me both before and after the procedure.

Before the Procedure

Lynne taught me how to get off chairs in the correct manner to ensure that I did not use my arms, which is really important during the healing process for my sternum.

Most importantly, she fore warned me of the importance of learning how to exit the hospital bed and post release from hospital without involving my arms. This is so important, and the hospital nurses were impressed at my ability. Usually, this procedure is very hard for a patient who has not prepared beforehand and will require assistance from nursing staff every time a patient has to exit the bed or sit up. It also boosted my well-being and confidence as it definitely aided my recovery and expedited my release date from hospital.

Post procedure/recovery phase

I have been using Lynne's services on a weekly basis to rebuild my lost strength and flexibility in a safe manner.

I have found her an excellent listener and very aware of the exercises that are required to bring my body back to better than before! Her knowledge of the human body is impressive, and she screens her clients very carefully to ensure she can assist without risk of harm. She has worked on a very broad range of patients who want to improve their fitness and mobility.

I highly recommend her professional services.

Kind regards,
Brian Casey

P.O.Box 35474
Browns Bay 0753
Auckland.

To Whom It May Concern,

13 May 2021

I first met Lynne Scott 2 years ago after my youngest son was diagnosed with Grade 2 isthmic spondylolisthesis. He was an extremely athletic boy, who excelled at all sports. Particularly golf and hockey, which were his life. Overnight his entire world was turned upside down. Not only could he no longer play any of the sports he loved, but he had to make an entire lifestyle adjustment. He had constant back pain to varying degrees and there was no cure. He had to manage his risks until such time as his condition deteriorated and he would need back surgery.

Lynne has been phenomenal. She adapted one of her manuals to meet my son's specific needs. She drew up an exercise and meal plan for him. She then worked with him on an individual basis to teach him how to do the necessary exercise to strengthen his core without causing further damage.

Lynne has also done therapeutic massage, when my sons back becomes especially painful. I cannot recommend Lynne more highly. She has given us hope. She is an extremely caring, compassionate person who goes to great lengths to help others. She is incredibly knowledgeable in her field. She has helped us, where no one else could.

Should you wish to contact me as a reference, please feel free to call me on 021 199 5811.

Yours sincerely,
Dena Sprules

To Whom It May Concern,

June 2021

At the age of 34 I developed lower backaches and hip pains, especially at night causing me significant sleep deprivation. After many GP visits to no avail, I went to a specialist physician who could not find anything wrong with me. I then went on to an orthopaedic surgeon who told me that I had slight degeneration of lumbar discs, but that this was normal for anyone my age and that my level of degeneration should not cause me any pain. He said all I could do was take pain killers and avoid lifting heavy weights for the rest of my life, so this is what I did for the next 25 years or so.

I tried to manage my pain with regular massages, physios, osteopaths and chiropractors as I was not keen to be on ibuprofen all the time. I changed my exercise regime from aerobic workouts to aqua aerobics on the advice of a physio for a while, but it did not really make a difference. The pain seemed to get worse with certain daily activities like walks. I decided to see another orthopaedic surgeon and he suggested that I have a cortisone injection into the hip joint, but that this does not work for every body and that if it works, it only lasts for a certain amount of time. My choice was not to have this injection, so I continued as I had done before.

At some point my lower backache improved, but my hips continued to bother me and about 3 years ago the pain spread to my groin area to the point that I was not getting good sleep at all and painkillers did not work with this groin pain.

All x-rays and MRI scans that I've had done through the past 28 years did not show anything that could warrant this level of pain.

2 years ago I was diagnosed with a uterine prolapse which meant that I had to change how I exercised.

I chose Lynne as my personal trainer because she is trained in how to exercise correctly with prolapses. What I did not expect was to become pain free! I started with Lynne in April 2019 and as my strength improved and she advised me on the stretches that I should do before bed, I noticed that my groin pain subsided first and then also my hip pains. This was a very gradual process. It took about 2 years to be able to sleep without any pain. I hardly take painkillers now 3 years on and I'm thrilled with the results! I feel better now at 62 than I did even before the age of 34 when my pain woes started!

**Many thanks,
A Body Tonic Group Member.**

To Whom It May Concern,

May 2021

Following a hip replacement, I have been seeing Lynne Scott for the past two months (after an initial recovery period of 8 weeks). Lynne is very knowledgeable in what moves are "safe" as part of my rehabilitation, listens to any concerns I have and modifies the exercises as required. Lynne observed my movements when I first saw her and guided me on adjusting actions which were a "hangover" from the period prior to my hip replacement.

I have found the strength and movement in the hip and surrounding muscles has improved markedly combining my weekly one-on-one sessions with Lynne alongside physio sessions. Lynne is a very caring personal trainer and puts the welfare of her clients first and foremost. I highly recommend Lynne to anyone recovering from injury or surgical procedures.

Trish Richardson (Please enquire with Lynne Scott for contact details)

To Whom It May Concern,

May 2021

I started with Lynne doing remedial massage therapy, which 'fixed' my shoulder after 9 months of constant pain, being unable to sleep and move my arm with ease. I had other treatments which did not work. Knowing her professionalism and dedication and understanding of the body, I decided to book in for her exercise consultations – this was a game changer! I learnt so much, I decided to join her small group classes. I have never done movements and exercises like this before, even after years of going to various commercial gyms and booking in for different types of classes. Lynne's exercises are uplifting, and her technique gives the best results. The exercises are helping me to work with ease. (I sit in front of the computer all day). My pelvic floor & core is stronger, I have lost weight and I am more flexible! Thank you, Lynne, for all your knowledge and support.

Nina Tschumi (Please enquire with Lynne for contact details).