

**ROSEBANK WELLBEING
COLLABORATION**



ANNUAL PLAN

2022-2023

PREPARED BY:

KIM WATTS AND ZAYNEL SUSHIL



Rosebank
Business Association

Stronger together

AN OVERVIEW



Rosebank leading the world in workplace wellbeing

Whakawhanaungatanga Kotahitanga Manākitanga

Rosebank Wellbeing is an initiative that aims to grow a culture of wellbeing in the Rosebank Business District in partnership with local workplaces and key stakeholders.

Systems change we want to create

A new model for Business Improvement Districts underpinned by a strong wellbeing lens

Goal

Increase opportunities for the health and wellbeing in Rosebank and create a new narrative for the RBA.

Key objectives 2021-22 and 2023:

Action the wellbeing roadmap

Grow capability and capacity to lead innovation

Demonstrate our impact



Key Partners



BACKGROUND

One in three workers in our business community experience bad stress and there are a wide range of root causes for this. For the past 18 months, the RBA has been testing a new service offering the Rosebank Wellbeing Collaboration.

'It feels like a movement to grow a culture of wellbeing in Rosebank and it starts with us and then ripples out to our members and our wider community' Kim Watts - Executive Engagement Manager.

On average an adult will spend at least one third of their day at work therefore, the workplace is an ideal environment to promote health and wellbeing. A healthy workforce is encouraged by a healthy workplace, which in turn improves a nation's economic development and social outcomes. The Collaboration was setup to design the first community-wide wellbeing programme for a Business Improvement District (BID) in New Zealand. This initiative is exploring how we might support business performance and resilience for our members. The scoping and establishment phase of the Collaboration was funded by Healthy Families Waitākere a Ministry of Health Initiative and Business Lab, an impact driven consultancy who help to create the collaboration structure. The Rosebank Wellbeing Collaboration is now well established with a mixture of business, community and government organisations being part of the collaboration.

OPPORTUNITIES

"Transform the future of work in the Rosebank Business District through being part of this initiative", says Kim. In an ever-changing business environment the impact of this initiative can be significant for the future workforce in Rosebank. We have an opportunity to shift business leaders to think and act differently about broader business outcomes such as the health of people, communities and the environment and how these things contribute to grow business resilience. There are already several benefits being realised:

- Our members feel more valued
- Support services resonate with business needs and challenges
- Growing interest for partnerships to support wellbeing in our business community

ALIGNMENT TO LOCAL BOARD

Outcome : Strong, resilient and inclusive communities where local identity, diversity and creativity are nurtured

Outcome: Improved and expanded opportunities for walking, cycling and public transport

Outcome: Thriving town centres a strong local economy and neighbourhoods that are supportive and connected



ALIGNMENT TO OTHER KEY PLANS

Employment NZ: 'Our Employment Strategy' everyone working to deliver a productive-sustainable and inclusive New Zealand.

Auckland Unlimited: 'Statement of Intent 2021-2024' Grow belonging and participation.

Sustainable Development Goals: Specifically Goal 3 Good Health and Wellbeing and Goal 11 Sustainable cities and communities.



SYSTEMS DESIGN

Systems Design is a holistic approach to design. It starts with a consideration of how different parts interrelate to form a functioning whole.

It is holistic in its attempt to consider all relevant factors and different dimensions of a system; social, technical, environmental, economic, cultural, etc. Systems design is not designing the right product, nor is it designing the right service or user experience, beyond this, it is about designing the right system within the whole context. It requires a greater awareness of interaction, a greater degree of intentionality.

We are learning about Systems Design and how we can use it as an approach to create long-lasting positive change.

Achieving real change requires us to think and act differently.

"It's time we move past band-aid approaches and actually address the root causes of bad stress"

Stefan Crooks
Chair of the RBA Board

The Auckland Council Business Improvement District is a system of interest to this initiative. Currently, there are 50 BIDs in the Auckland Region. BID programmes encourage collaboration to achieve greater local outcomes.

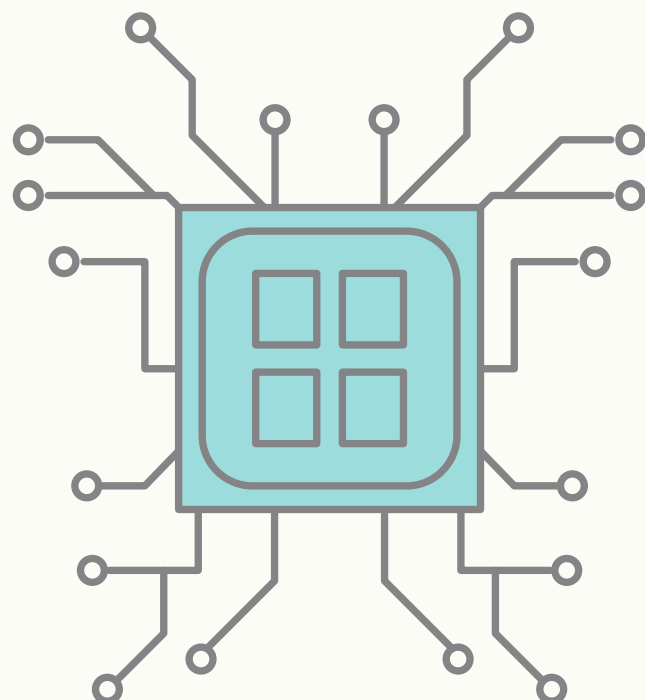
Business Associations and Local Boards are responsible for creating their BID plan. Funding is allocated towards objectives in those plans.

Auckland Council targeted rates fund the plan. [A policy framework](#) helps to understand how this partnership works.

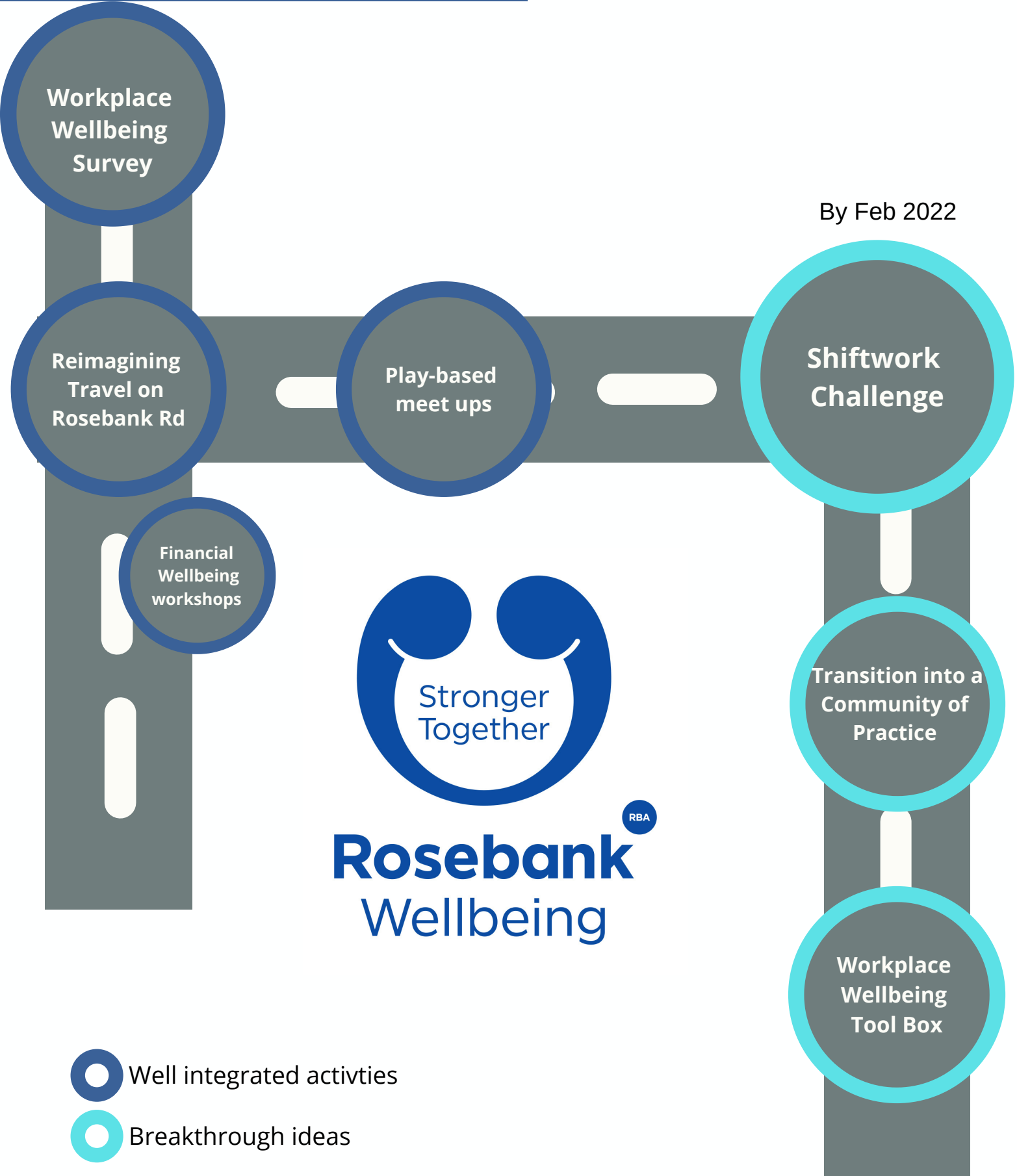
How might we make wellbeing more visible within the BID policy framework?

We have an important role to play in demonstrating the value of wellbeing within this policy framework.

THE BID SYSTEM



WELLBEING ROADMAP



GROWING RBA CAPABILITY FOR INNOVATION

What skills, knowledge and resource is required to deliver this plan?

What we need:

- Increase our knowledge of systems design and innovation
- Increase our engagement and facilitation skills to lead innovation
- Increase our connection to experts and resources to guide us

Partner with Healthy Families Waitākere who will support and grow our capability to deliver this plan. Over the next 6 months, the RBA workforce will have the opportunity to attend several workshops. The workshops will provide new language, tools and practice and perspectives to staff and other benefits.

MEASURING OUR IMPACT

Assessment of key measures will be taken in October 2021 and a report developed by December 21.



PROJECT TEAM MEMBERS



Kim Watts - Executive Engagement Manager

Kim has been a champion for this initiative from the start and for the last 12 months led engagement with the business community. Kim will be project managing this initiative.



Zaynel Sushil Lead Systems Innovator
Healthy Families Waitākere

Zaynel initially worked with Business Lab to bring this opportunity forward and has played several roles in this initiative. He will support capability building, evaluation and story-telling.



Chantelle Huch Systems Innovator
Healthy Families Waitākere

Chantelle is the latest edition to the team and comes with strong engagement and facilitation skills. She will lead the ShiftWork Challenge and its implementation in Rosebank.



Caitlin MacColl Strategic Relationship Manager
Healthy Families Waitākere

Caitlin is supporting the Reimagining Travel on Rosebank Road programme. She will continue to support the RBA in shaping how this evolves.