

CASE STUDY



62% of workers don't take regular breaks throughout the day.

80% spend too much of their time reacting to immediate demands.

Even some of the most progressive and innovative companies face challenges in sustaining the highest level of performance over time.

Google came to The Energy Project in 2006 because they wanted to learn how to sustain their incredibly innovative and high-performing culture in the long-term. It takes more, they were finding, than onsite gyms and free healthy food to encourage employees to actively address their energy, productivity and wellness. Managers were concerned that their smart, dedicated employees were burning themselves out: getting sick, feeling exhausted, and having trouble balancing their work and their lives.

“The transformative power of this work lies in its ability to help very smart and already high-performing people change their current behaviors to be even more effective, fulfilled and connected to others.”

Evan Wittenberg

Former Head of Global

Leadership Development

The Rollout

As a company that rarely worked with outside vendors in the training and development area, The Energy Project started small, introducing the ideas to director-level employees at a three-day offsite. Following demand from the directors and their teams, it was rolled out on a larger scale to the rest of the company through the Train the Trainer program. As of January, 2011, Google has offered three Train the Trainer days for 22 internal facilitators, active across the west coast, the east coast, Asia, and Europe.

The Results

The results were overwhelming. In 2007, 15 directors went through the The Energy Project course. In 2010, 1500 employees experienced the program. Ninety-four percent of students who take it would recommend it to their colleagues. Ninety-three percent say it's very clear how they will apply what they learned.

Google's learning and development team has truly embraced this work. In addition to putting all new employees through the program to start them off with healthy energy management strategies, they continue to roll out the training across the company and are developing additional tools to support their employees in sustaining their performance.