



WELLBEING

at Chapman Tripp

APRIL 2018

Wellbeing snapshot



Great Lake relay



Aotearoa Bike Challenge



CT sports night



Round the Bays



Auckland Corporate Challenge



Fruit baskets



Free vaccinations

Wellbeing snapshot



Sir Peter Blake Trust Leadership Week



Eat My Lunch



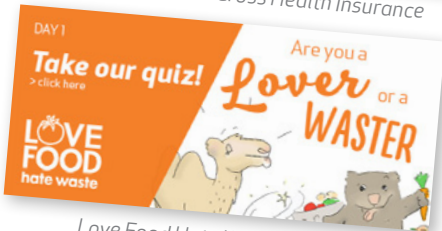
First Foundation



Southern Cross Health Insurance



Workplace wellbeing speaker series:
Dr Paul Wood



Love Food Hate Waste Week



Mercury planting day



Biggest Walker competition

2018: what's next?

Our initiatives for the next 12 months are focused on fostering a culture of civility and caring. By helping people to be aware of their biases and be more accepting of others, we can all ensure a culture free from bullying and harassment.



How we work

- Review and update our policies:
 - Anti-bullying and harassment
 - Employee Assistance Programme (EAP)
 - Flexible hours of work
 - Health & safety
 - Health insurance
 - Internal events alcohol policy and procedure
 - Leave - Parent Leave Days, Sick Leave
 - Wellness subsidy
 - Whistle-blower
- Attain **Rainbow Tick** certification



Training and awareness

- Alcohol awareness
- Anti-bullying and harassment training
- Mindfulness series
- Refresh our induction programmes for:
 - Staff
 - Winter clerks
 - Summer clerks
- Unconscious bias training
- Workplace Psychological Health training for people leaders
- Workplace wellbeing speaker series

2018: what's next?



Communication and support

- **SUPPORT PEOPLE** – identify Support People and train them to be trusted people, across all roles and levels, who are a point of contact for anyone who wants to talk about concerning behaviour, including bullying and/or harassment.
- **WELLBEING FOCUS GROUPS** – a chance for our people to tell us what else we can do to encourage holistic wellbeing at work and capture any concerns.



CT community

- Hold Get Moving events
- Focus on personalised and versatile workspaces
- Support good nutrition



Safety@CT

- Review:
 - Hazard and Injury, near miss or incident reporting
 - Emergency policies and procedures
 - how we manage workplace risks
- Run AED/CPR Training

Our Wellbeing journey so far

Here's what we already have in place to maintain a safe and healthy workplace and foster wellbeing at Chapman Tripp.

PHYSICAL



**WORK
STATION
ASSESSMENTS**



**FRUIT
BASKETS**



**HEALTH
INSURANCE**



WELLNESS SUBSIDY



**WORKING LATE?
MEAL SUBSIDIES
AND TAXIS HOME**



**FREE ANNUAL
INFLUENZA VACCINATIONS**



**FIRM
SUPPORTED
FITNESS
ACTIVITIES**

Our Wellbeing journey so far

DEVELOPMENT OPPORTUNITIES



AUTHENTIC LEADERSHIP



MBTI
(MYERS BRIGGS TYPE INDICATOR)



FEEDBACK ESSENTIALS



STRENGTHSFINDER

MENTAL



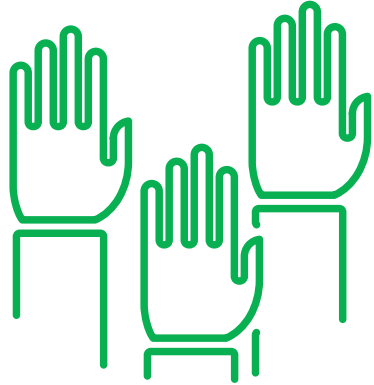
24/7 FREE COUNSELLING SUPPORT

Our Wellbeing journey so far

SOCIAL



**PARENT
DAYS**

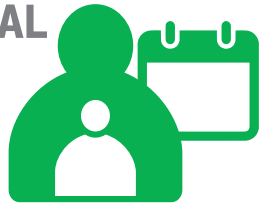


VOLUNTEER DAYS



**PROJECT
FOOTPRINT**

**PARENTAL
LEAVE**



**CSR
PARTNERS**

**FLEXIBLE
WORKING
ARRANGEMENTS**



Our Wellbeing journey so far

OUR VALUES

ASTUTE

DYNAMIC

PEOPLE

INTEGRITY

COLLABORATIVE

OUR DIVERSITY &
BELONGING STATEMENT:

Chapman Tripp is a community
that cares. We value all people
and their experiences.
We all belong.



DIVERSITY +
BELONGING
at Chapman Tripp

GUIDING PRINCIPLES

MANAAKITANGA COMMUNITY
AUTHENTICITY NO JUDGEMENT

EMPOWERMENT

PROGRESS

SPIRITUAL

Values

Our values guide everything we do. We formalised our values in 2013 after extensive consultation with our staff and partners. They are a living thing, built into our strategic and annual plans, and the foundation underpinning our Wellbeing programme.

Integrity

We are open, honest and ethical. We are trustworthy – willing to be accountable and courageous.

STRATEGIC FOCUS 2016-2020 – Being accountable when our values are not lived

People

We respect people and value individuality and diversity. We embrace the role we play in our wider community. We make what we do enjoyable for the people involved.

STRATEGIC FOCUS 2016-2020 – Being leaders in our firm and the community
Creating a sense of belonging and embracing diversity

Collaborative

We work with each other and our clients as an inclusive team to achieve shared goals. We respect the ideas and opinions of others and freely express our own.

STRATEGIC FOCUS 2016-2020 – Collaborating seamlessly across teams

Astute

We listen and think before we speak or act. We provide clear and commercial views that demonstrate excellent judgement and intelligent thought.

STRATEGIC FOCUS 2016-2020 – Demonstrating outstanding business and legal judgement

Dynamic

We engage with energy, focus, and flair. We are innovative and respond positively to change.

STRATEGIC FOCUS 2016-2020 – Being agile and courageous