

Nearly seven hundred employees in 90-minute wellbeing sessions

When the pandemic took away the support system of colleagues and managers around people, DeLaval, a total solutions provider for dairy farming, started an employee wellbeing program with Relevance: 90-minute BOOSTcamp sessions built on connection and self-reflection.

DeLaval • Global • Since 2024

700

participants, nearly, over two years of sessions

9 topics

to choose from, self-enrolled

90 minutes

per session, virtual and international

The challenge

Wellbeing support for a workforce that had just gone remote

Wellbeing was always high on DeLaval's agenda, but the way of supporting employees changed tremendously. Learning shifted from the classroom to individual, digital and self-paced formats, which brought opportunities as well as challenges for a multinational workforce.

The approach

Ninety minutes, nine topics, no approval needed

DeLaval and Relevance created 90-minute BOOSTcamp sessions with nine topics to choose from, among them managing your work-life balance, strengthening your resilience in changing times and developing a positive mindset. Ninety minutes is long enough to open up, feel the connection and learn something, without feeling like an obligation.

- **Nine topics** From work-life balance and resilience to a positive mindset; participants pick what they need.
- **Self-registration** No manager approval, no cost to join: participation as an invitation, not an obligation.
- **90-minute virtual sessions** Enough time to open up and connect, short enough to fit a working day.
- **Reflection built in** How do I digest what I received from others, and how does it fit my own qualities and leadership style?

What changed

Nearly 700 participants who felt encouraged, inspired and energized

Over two years nearly 700 people took part. Employees say they feel encouraged, inspired and energized, and they enjoy connecting with colleagues from other countries and cultures, finding comfort in the fact that they are not alone.

At a glance

Program

90-minute BOOSTcamp sessions on employee wellbeing

Audience

All employees, worldwide

Format

Virtual sessions, nine topics, self-enrollment

Reach

Nearly 700 participants over two years

Region

Global

What they did

Virtual classroom · Self-enrollment

“The goal was to help employees become aware of their own wellbeing and providing tools and different support systems.”

Grace Liu

HR Director Global Learning & Development, DeLaval

The biggest takeaways

1 Make wellbeing support easy to say yes to: 90 minutes, self-registration, no approval, no cost.

2 Connection across countries is a result in itself, and virtual sessions can deliver it.

3 A wellbeing program can seed the learning mindset that later leadership programs build on.



Read the full story online

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