

Name:- Mayank Singh

Roll no.:- 820210010140

Branch:- CSE

①

### PGP Assignment-2

#### Case Study Questions:-

Q1:- What Steve Wanner did to regain his energy and manage time?

→ Steve Wanner struggled with time management and energy while also dealing with stress and pressure of his job. He decided to participate in a program focused on energy renewal, that helped him refuel and recharge throughout the day thereby doing certain rituals.

One important action that Steve did to regain his energy and manage his time was to create a morning routine. He set up an earlier bedtime and gave up drinking. As a result, when he woke up he felt more rested and was motivated for exercise. He started having a healthy breakfast. By starting his day in this way, he found that he had more energy and focus throughout the day.

②

When Gary ~~Vero~~ Faro, a vice president at Wachovia began the program, he adopted a ritual that was to take brief but regular breaks at specific intervals throughout the work day. By incorporating these rituals into his daily routine, Steve was able to manage his energy more effectively, which helped him to be more productive.

In addition to building his own rituals, Steve also encouraged his team to participate in the program and take regular breaks throughout the day and to do so more regularly.

Q2:- Substantiate how Energy Renewal Programs boost Productivity at Wachovia Bank?

→ The Energy Renewal Programs at Wachovia Bank was a success that gave an increase to productivity and better employee engagement. The program involved a series of ~~case~~ coaching sessions that aimed at helping employees to manage their energy more effectively.

One of the key factors that made the program successful was the enthusiastic support of Susanne Swizeny, the President. She embraced the principles of

of the program in her own life and made a series of personal changes to build more regular rituals in her ~~own~~<sup>work</sup> life. She also fostered the excitement and commitment of her leadership team and reached out regularly to all participants in the project to encourage them. Her enthusiasm was infectious and inspired others to embrace the program with a positive attitude.

Wachovia bank built "renewal rooms" where employees could regularly go to relax and refuel. They also offered subsidized gym memberships and instituted a no meeting zone b/w 8 and 9am to ensure people had at least one hour absolutely free of meetings.

The results of the program were impressive. Participants reported higher levels of energy and engagement, improved focus and productivity and increased job satisfaction. The bank saw improvements in several key performance metrics, including reduced turnover, increased customer satisfaction. The success of the program led to its expansion across the bank with more & more employees participating in the program every year.

In conclusion, the Energy renewal at Wachovia Bank was a highly successful initiative that boosted productivity and employee engagement.



④

Q3: Explain the 4 domains of energy with examples & illustrations?

→ the four domains of energy are physical, emotional, mental and spiritual and they are interdependent, Examples and illustrations for each domain:-

① Physical Energy:-

This is the energy we get from taking care of our bodies through exercise, nutrition, sleep & rest. A person with high physical energy is able to work for longer periods. Examples of physical renewal activities include taking walks, stretching, enough sleep etc.

② Emotional Energy:-

This domain involves managing our emotions in a positive way, which can help us stay motivated at work. Emotionally resilient individuals are better equipped to handle stress & setbacks. Example of emotional renewal activities include taking a break, meditating or doing yoga.

③ Mental Energy:-

This domain includes our cognitive abilities such as concentration, ~~as well~~ focus and creativity. Mental renewal involves giving our minds a break from tasks that require deep concentration, as well as finding ways to stimulate

⑤

creativity and innovation. Examples of mental renewal activities include taking a break from work to engage in a hobby, brainstorming with colleagues or learn something new.

④ Spiritual Energy:-

This domain is related to finding meaning and purpose in our lives. Spiritual renewal activities involve connecting with something larger than ourselves, such as nature, art or religious or philosophical beliefs. Example of spiritual renewal activities include spending time in nature, practicing gratitude, volunteering or attending a religious service.

Improvement in these four domains with the help of energy renewal programs will lead to greater productivity and engagement at work.