



SHORTLISTED WORKPLACES - MOST INNOVATIVE INTERVENTION

ASSA ABLOY (Kenya)

The idea behind the intervention of Assa Abloy Kenya was to mainly reach the company's retail distribution network with the HIV/AIDS message. The audience being predominantly male, it was designed to increase proactive action from the men taking an active role in ensuring their families live healthy lives.

Assa Abloy partners with a host of distributors and agents across the regions of operations. Product training sessions are usually held quarterly targeting different sets of resellers. Day-long training sessions are carried out where the audience gets the opportunity to become actively engaged in product education and interactive demonstrations. By also including a 'health check' session within the product training program, the HIV/AIDS message is imparted in an interactive one hour session which consist of a presentation followed and intermitted by questions and responses. Each participant is also given some reading material that would serve as a reference point in telling others about its contents.

A positive outcome of the intervention was an increased awareness, understanding and involvement for the workers in the health of their families and to their communities at large. Due to the regular contact with the participants trained within their work set-up, follow-up is done with ease with the different individuals who participated. The plan is to also engage artisans popularly known as *Fundis* (repairmen/handymen) to whom the company also imparts product training regularly.

BABCOCK (South Africa)

Babcock has shown itself innovative in internalising the capacity to run the programme by acquiring the intellectual property for the trainings. The objective was mainly to ensure the sustainability of their programme and to be cost effective. In an attempt to achieve this, it was decided to buy the Intellectual Property for the Basic HIV/AIDS training from the service provider, Reality, and then doing the training of staff members in-house.

Each training session though given by the company itself, was attended by a representative from Reality to ensure that the opportunity to test was available. The success with this intervention is with the ability to offer this training at any time, to any employee as and when they join Babcock. Once Babcock bought the Intellectual Property, it was very easy to arrange the next round of training and quick to follow it up.



Apart from being shortlisted for most innovative intervention, Babcock also won the SWHAP Award 2010 for best progress.