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“
I think business
can be a force
for good.”



Scott White
CEO | IGS Energy



Industry
Energy

Location
National

Customers Served
3.5 Million

Employees
1,300+

Case Study

IGS Puts People and the Planet First, Through **Positivity**

IGS sought an approachable, scalable, and highly impactful wellness solution to connect teams and engage its workforce across 18 states. Even before COVID, the leadership team started to see the early signs of wavering in the well-being of their employees. Especially those in client-facing roles, which HR Director Shannon Schilling describes as “A high-energy position. You need patience and positivity in any role at IGS, but particularly when you are the front line to customers, stakes are high.”


IGS wanted to quickly bolster organizational offerings to avoid mental and physical burn out and increase overall employee well-being. Actioning the internal engagement surveys wasn’t cutting it; the current line-up of offerings and amenities wasn’t enough. “We wanted to offer more to our employees from a mental health standpoint. We wanted to find a way to focus on development, authentically uplift the whole human, and help them learn skills to flourish,” added Jenni Kovach, Chief People Officer at IGS Energy.



The Solution

IGS aligned with Positive Foundry's personal and organizational values, comprehensive all-employee training system, and the collaborative approach of its founders. Learning and Development Manager at IGS Melissa Minerd, said, "Laura and Chris walk the talk. They practice what they preach. Their team delivers, and they live in the moment and help us stay ahead of the curve in celebrating the entire person."

IGS embarked on a journey to bring all employees, including customer-facing departments, new employee cohorts, corporate functions, leaders, and their teams, through Positive Foundry's program. The human-centered approach focuses on learning and practicing 12 differentiated science-backed skills to help all employees thrive. A group of certified internal Champions facilitated the program with their teams through weekly micro-learning sessions including short format videos, team dialogue, and skill builders to encourage practice. Employees experienced improved well-being and a deeper connection with their teams. They learned skills to enhance their relationships, improve emotional intelligence, discover their purpose, show up with compassion, bounce back from setbacks, and navigate life with more flexible thinking and a growth mindset. Positive Foundry has been a culture accelerator for extending and strengthening an already positive IGS culture across physical and digital boundaries.

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The Results



86%

of participants felt an increase in well-being.



84%

of employees felt a stronger connection to their team.



11%

increase in well-being scores across 50 measures.



All employees trained with 124 internal program.

"I now practice gratitude, daily, which Laura and Chris gifted back into my life. I used to do it, stopped, and have made it part of my daily routine again. Also, I have a 14-year-old daughter at home, and now, instead of not being present or dismissive of conversations, I simply say "tell me more," and she does. Sometimes more than I want her to (laughs), but a simple nudge from Positive Foundry helped bridge communications."



Jenni Kovach

Chief People Officer | IGS Energy