



Walking Meetings

[Recent research](#) found that the act of walking leads to increases in creative thinking. This certainly supports the usefulness of walking meetings. Plenty of anecdotal evidence also suggests that walking meetings lead to more [honest exchanges with employees](#) and are [more productive](#) than traditional sit-down meetings.

Based on this an exploratory study of the benefits associated with walking was published by the Harvard Business Review (<https://hbr.org/2015/08/how-to-do-walking-meetings-right>)

What Researchers found adds support to the notion of walking meetings being beneficial for workers.

Bearing in mind that not all meetings are suitable for walking meetings (Psychology Today <https://www.psychologytoday.com/gb/blog/creativity-you/201703/walking-meetings-proceed-caution>) and not everyone is physically able to participate in walking meetings, why don't you take advantage of the gorgeous parks and gardens around our buildings and organise a walking meeting!

Walking Meetings is part of our efforts for creating a culture of Wellbeing at PaLS.

More information and guidelines on how to organise a successful walking meeting can be found on the Wellbeing PaLS website. As this is a new initiative, please make sure you feedback to me once you have done your first Walking Meeting so I can improve the guidelines. Thanks, Cristina Gardini

Benefits of Walking Meetings

Despite our mobile technology we probably sit over 8 hours a day in our office. Here some benefits for getting up from our desks!

1. **Health** - Walking meetings allows you to integrate some physical activity throughout your workday.
2. **Inspiration** - Nature and changes of scenery trigger new neuro-pathways in our brains which yield new ideas, and new solutions to problems.

3. **Breaking Barriers / Connection** - Walking meetings can help to relate on a much more personal level and encourage employee engagement. When more senior members of staff and junior employees walk side-by-side, the hierarchical boundaries are virtually eliminated. Walking side-by-side means the conversation is more peer-to-peer rather than across a desk.
4. **Energy** - Movement yields circulation; circulation yields energy. Don't reach for the chocolate bar but take a walk outside.

Guidelines for a successful Walking Meeting

The most important thing before you start organising a walking meeting is to make sure the person you are inviting has no mobility issues.

Ideally Walking Meetings would be suitable for 2 with a maximum of 3 participants

The following are some rational suggestions:

1. Inform the meeting participants in advance that the meeting will be a walking meeting and make sure you send them our Walking Meetings guidelines so they can at least come with some comfortable shoes
2. Check the weather forecast, and plan accordingly. Make sure to start your meeting from outside your building so if it rains you can just invite your colleague in and have the meeting inside.
3. Do not schedule any other meetings that require traditional business attire - for any of the attendees - unless people are prepared to bring a change of clothes.
4. The best time for a walking meeting might be right before lunch to address the mid-morning slump, or late afternoon to inject a burst of energy.
5. Have healthy carbs on hand at the office, rather than sugary snacks and carry some water for proper hydration.
6. Do not end up in a coffee shop and have a sit down with a sugary snack!
7. Chose a garden square or a park near your office – we have plenty of them around – see the map <https://bloomsburysquares.wordpress.com/area-map/> and make sure there are some benches around if you need to have a break from walking or just take some notes.
8. Be mindful of the seasonal needs. Keep sunscreen on hand for all employees and a spare umbrella!