

Case Study

Learning from the Green Team at GE Aviation.



GE Aviation is a world-leading provider of jet engines, components and integrated systems for commercial and military aircraft. It has a global service network to support these offerings, including their site in Chandler's Ford, where around 70 people are employed.

In order to support their sustainability agenda, GE Aviation have established a national and international network of Green Teams across the business, each consisting of keen volunteers, who (alongside their primary roles) dedicate time each week to promoting sustainability within the business. The Green Teams at GE Aviation have monthly global meetings where they work together to share experiences and successes with their international colleagues.

My Journey Workplaces started working with GE Aviation in Chandlers Ford in Autumn 2020, liaising with their Green Team members Tom Costantini (a Senior Software Developer) and Teri Pragnell (Engineering Project Manager) to look at ways of helping staff travel more sustainably. They have shared with us some top tips that might give sustainable transport champions in other businesses some food for thought.

Top tips for two-way communication

The first recommendation from Tom Costantini is to get the communication throughout the business going right from the start. At GE Aviation they began by conducting a series of short surveys amongst colleagues to determine what changes around sustainability were wanted.

Tom says: "Communication needs to be continuous, not sporadic, otherwise you lose momentum and attention. Speaking directly to site leaders and people leaders to get their buy in can really help." The team at Chandlers Ford use several communication channels to help keep colleagues and management engaged. These include MS Teams, 'lunch and learn' sessions and a monthly newsletter.

Top tips:

- Survey colleagues – find out what they want
- Get commitment from management on sponsorship, funding and resources at an early stage
- Maintain continuous communication
- Get support from department heads to cascade your message to their teams

Support from My Journey Workplaces

Following on from initial surveys, the team were able to identify their key priorities as:

- New shower room and heated lockers
- EV charging points
- Reducing waste across the site
- Installing solar panels on site
- Reducing usage of electric equipment

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The next challenge was how to achieve the items on the list. Together with their My Journey Workplaces Officer, the Green Team have been able to access financial support via a My Journey Workplaces grant and have installed an extra shower room, and new heated lockers. These changes make it easier and more pleasant for colleagues who want to cycle to work.



A second shower room has now been installed, including a bench and mirror.



Heated lockers can make it comfortable to cycle in, even on colder or damper days.

Tom says “Previously we only had one shower room for 70 people and now we’ve doubled our capacity so hopefully now there’ll be no queues and people are encouraged to cycle in.”

Networking at the My Journey Workplace Travel Network Events

Another recommendation from members of the Green Team is to attend the My Journey Workplace Travel Network events. Reflecting on them, Tom says: “Hearing about how other companies use the Workplace Travel Grant is a great way to get new ideas. It’s also good to hear about council initiatives such as new cycle routes”.

Information shared by their My Journey Workplaces Officer has also allowed the Green Team to explore new sustainable travel opportunities, for example:

- GE Aviation applied for the Hampshire County Council e-bike loan through their My Journey Workplaces officer
- The Green team are investigating car-pooling options and their My Journey Workplaces team were able to make an introduction to Liftshare

So, what’s next for the Green Team at GE Aviation? In 2022 they would like to increase the proportion of staff cycling to work by 10% and My Journey Workplaces will be supporting them with their objective.

If you would like to share your success story about promoting and encouraging the use of active and sustainable travel in your organisation, or if you have question about this case study please email workplaces@myjourneyhampshire.com .