

Nominee's Name:

Jan Spaticchia

Organisation Name:

energie Fitness

Your Nominee's place of work:

energie Fitness

Please provide a narrative (600 words max) about your nominee in the space below:

In 1995 when Jan Spaticchia opened his first club in Leighton Buzzard Bedfordshire he declared his passion for empowering people to change their lives. That passion has driven Jan to create the first affordable fitness franchise enterprise in the UK with inclusion and accessibility at the centre of this ethos and culture. The fitness sector has provided Jan with the opportunity to innovate and to fulfil his ambition to make a difference to the health and well-being of hundreds and thousands of people. This is what brought him into the sector.

Alongside launching the initial énergie Fitness Franchise in 2004 and building on this with the ladies only énergie Fitness for Women and later presiding over the addition of the Fit4less by énergie brand (as the budget fitness revolution began to transform the marketplace), Jan and his team also invented National Fitness Day. Jan has since worked with UK active to make it one of the most important events in the UK fitness calendar. The National Fitness Day website references this – <https://www.nationalfitnessday.com/fitnessday/>

énergie provides employment for hundreds of people across the UK, Ireland, Latvia and Poland. The company is listed as number 15 in the "Top 100 Franchises in the UK", next to Papa John and over 30 places ahead of any other fitness company. Further information can be found at <http://www.energiefranchise.com/news-blog/energie-fitness-achieves-top-ranking-in-elite-franchise-top-100-uk-franchises-for-2018>

On a personal front, Jan is a committed fundraiser for the Teenage Cancer Trust, having lost his daughter to leukemia. Jan has created a fundraising trust in his daughter's name to celebrate her memory.

Never one to stand still, Jan has responded to the significant challenge of an increasingly overcrowded budget fitness marketplace. Investing in some of the best expertise in the world Jan has led the rebranding of the entire business under the énergie Fitness "Where you Belong" campaign. He has had the courage to drop the '4-less' tag line and has declared the intent to "compete on price but win on exceptional value and service!"

Jim Collins, "Good to Great", and Stephen Covey, "Seven Habits" are just two of the key leadership experts that have influenced Jan's thinking on mission, culture, strategy and execution for over a decade.

Providing all Employees with share options, arguably the most creative working environment in the fitness sector and incentivising innovation at every level are just some of the ways in which énergie invests in people.

Giving leadership that is well respected by all is a challenge. However, Jan has achieved this by empowering the network to challenge and advise. For instance, the Vanguard group brings the most

influential franchisees into an advisory and social relationship with the senior executive. The Franchisee Forum also generates challenge and improvement actions. The quarterly and annual events educate and inspire employees and franchisees. All these innovative interactions reflect the inclusive leadership style of the CEO.

Jan is a renowned international speaker – a regular guest at international conferences where he takes the opportunity to study best practice and bring this into the company. Jan's systematic study of leadership is also a hallmark of his leadership and commitment to a lifetime of learning.

Jan would measure his impact in terms of the hundreds of thousands of members who have been able to access great locally owned énergie Fitness Clubs. He would also take pride in the empowerment of employees, many of whom have built careers in the company. Industry heads would say that he has disrupted a complacent fitness sector and is set to do so again with a new value proposition in the budget sector that challenges faceless and staffless club environments.

