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Prior to a wellness program being launched an initial 30-60 minute “Client Discovery Call” is conducted in order to investigate the logistical differences and specifics regarding optimal roll-out of the program.

A main objective of EWSNetwork is to ensure that the program components are consistent and that all employees have access to the same program offerings. Adapting a particular program and mode of delivery to best suit the organizational requirements is easily done and assists with this consistency. Focusing on the communication and delivery of all four of the EWSNetwork wellness components will deliver a balanced result-based program design. Below are some examples of how EWSNetwork has worked with client differences within each component of the wellness program:

Individual Component:

Remote locations / small number of staff - One-on-one health coaching can be offered to each individual; however, budget and numbers of staff per remote location may dictate other delivery methods. In some cases skype, phone, or live messaging/chat have been implemented to maintain inclusivity of the program.

Plant setting - In place of structured 30 minute booked wellness appointments, spot consultations are popular within a factory, manufacturing, or plant setting. In such cases, a health coach may walk around the area speaking to individuals while on the “floor”. This outreach effort supports favourable engagement rates.

Shift workers - Health coaching appointments are scheduled according to the best timeframes for the shift change. EWSNetwork programming is adaptable to the population of the organization. In one instance, the program launch happened at midnight and coaching times were scheduled at shift change times [5am]. In another case, EWSNetwork is currently investigating unique ways to engage employees at an airport in between month-on, month-off work shifts.

Multiple locations - Other demographical differences may include an organization made up of one head office and several satellite offices. In some cases, on-site structured health coaching is of preference. In other cases, spot consults, walkarounds, and periodic visits/drop-ins are other ways in which the wellness message is shared with the individuals. Currently, one of EWSNetwork’s East Coast clients has its head office in one province and seven additional branches in the remaining three provinces.

Group Component:

Various on-site offerings, like lunch n’ learns or workshops, can also be offered via recorded webinar or video conference and then posted on the organization’s intranet.

Awareness/Virtual Components:

As wellness is multi-faceted so are the delivery methods. In most cases campaigns, initiatives and promotion of events include both paper/pencil and virtual to accommodate the client specifics. As an example, a plant worker may not have access to a computer, so other ways of delivering awareness materials may include walkarounds, promotions, or spot consults. Increasing awareness through various ways helps with overall engagement within all aspects of the wellness program.