



Workplace Wellness Champion Series

A ROADMAP TO ENGAGING EMPLOYEES



THE
WORKPLACE
wellness
MOVEMENT  **CHAMPION**

MODULE 1 – Oct 7th

Defining Workplace Wellness and Setting Objectives

- Workplace wellness fundamentals
- Defining a healthy workplace
- Key elements for planning
- Setting objectives

MODULE 2 – Oct 14th

Creating a Healthy Culture

- Leadership support
- Wellness champions – creating a dynamic committee
- Which wellness program components support a healthy culture

MODULE 3 – Oct 21st

Successful Implementation Strategies

- Successful keys to implementation
- Not the ABCs but the CEVs
 - Communication
 - Engagement
 - Visibility
- Creating program depth
- Building the strategy

MODULE 4 – Oct 28th

Evaluating Your Wellness Program

- Establishing value – What to measure and how to report
- VOI vs ROI
- Why, What, How to evaluate
- Next steps

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Defining Workplace Wellness and Setting Objectives

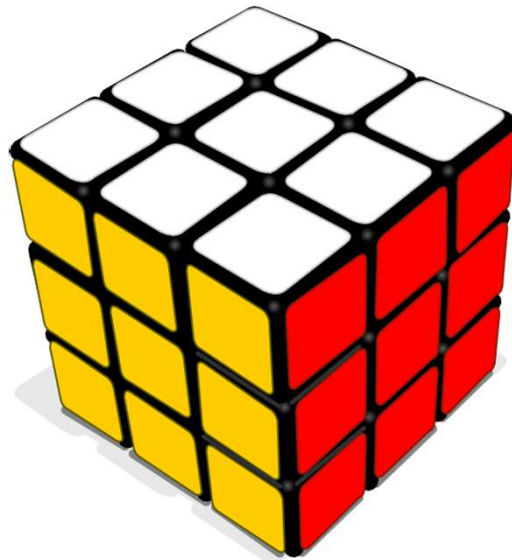
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TOP 5 SUCCESS CRITERIA



- ✓ Organizational Leadership
- ✓ Health-Risk Screening
- ✓ Individually Tailored Programs
- ✓ Supportive Workplace
- ✓ Comprehensive Program Design

Cancelliere et al., 2011; Linnan et al., 2008; Goetzel & Ozminkowski, 2008; Terry et al., 2008; Goetzel et al., 2007; Pelletier, 2005; Pelletier, 2009; Pelletier, 2011; Goetzel et al., 2002

Strategic Planning Cycle



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- Wellness champions – creating a dynamic committee
- Best wellness program components that support a healthy culture

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Program

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CREATING A CULTURE OF CARING

What is a Culture of Caring?

Leaders care about employees

Employees care about customers

Employees care about each other

Everyone cares about company vision and goals



THE GOAL IS...

Creating a positive workplace environment that fosters respect, kindness, health and wellness, happiness, and engagement.



Leadership that invests in the success and development of their team and employees that encourage and celebrate the success of their peers.



A team of managers and employees that feel nurtured and empowered to do their best work and be the best version of themselves.



Employees who enjoy their work and support the company's goals because they feel like they are part of something bigger.

If you take care of your people, your people will take care of your customers and your business will take care of itself.

- J.W. Marriott

WHAT PROMOTES A CULTURE OF CARING?



Health & Wellness



Meaning & Purpose



Social connections

Communicate Your Purpose

Understand What Drives and Motivates Your Employees

Foster Social Connections

Empower Your Employees

Make Meaningful Investments In Your Employees

Under



Employees

Foster Social Connections

Ma



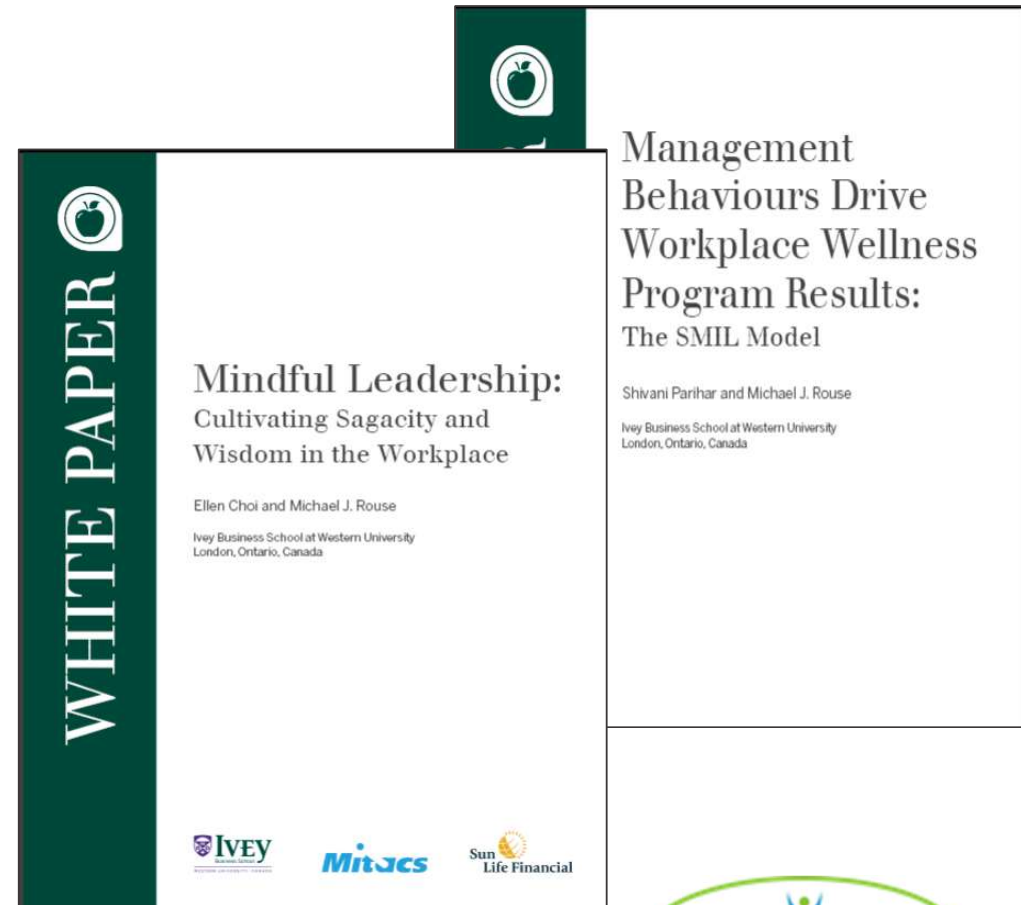
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ORGANIZATIONAL LEADERSHIP

✓ SMIL Model

Senior Management Involvement and Leadership Model






WHITE PAPER

**Mindful Leadership:
Cultivating Sagacity and
Wisdom in the Workplace**

Ellen Choi and Michael J. Rouse
Ivey Business School at Western University
London, Ontario, Canada

**Management Behaviours Drive Workplace Wellness Program Results:
The SMIL Model**

Shivani Parihar and Michael J. Rouse
Ivey Business School at Western University
London, Ontario, Canada

Align Wellness with Business Goals

Meaningful
Enterprise

Cost Management



Meaningful
Employment

Employer of Choice



Meaningful
Engagement

Productivity Management



Meaningful
Environment

Recruitment/Retention



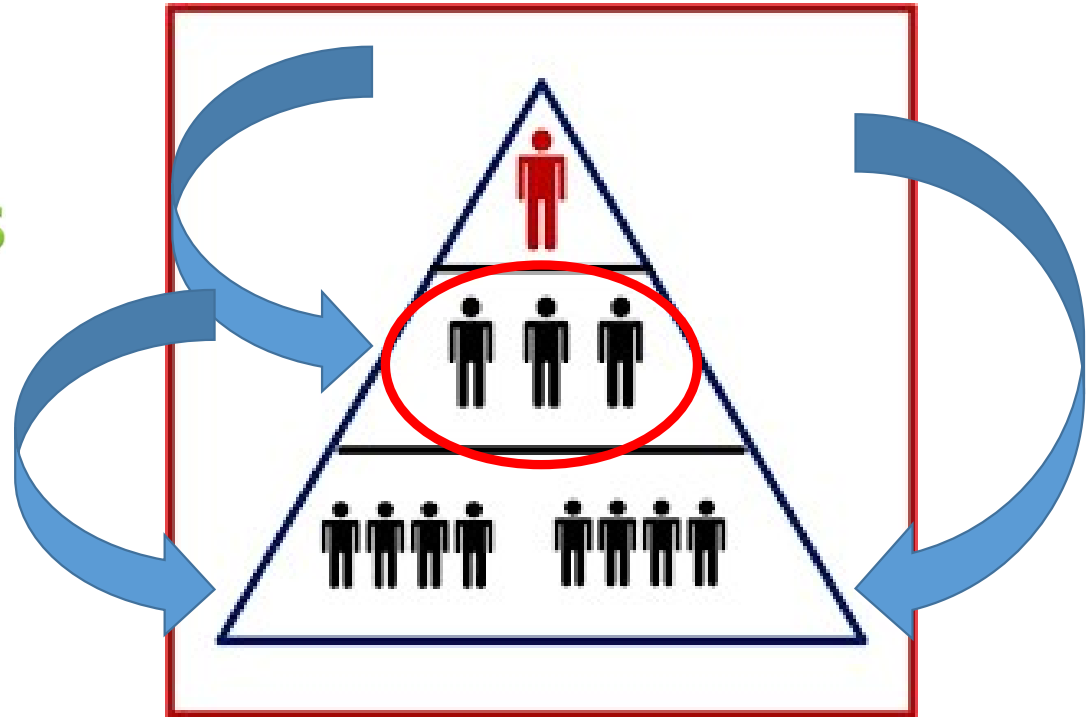
Leadership Engagement for Sustainability



- ✓ Help leaders convey the rationale
- ✓ Meaningful purpose
- ✓ Speak their language
- ✓ Commit to regular updates for the C-suite
- ✓ Leverage their testimonials
- ✓ Infuse well-being as part of the culture

Supportive Leaders

- ✓ Align wellness with goals
- ✓ Communications
- ✓ Power, status, credibility



Brown et al., 2005; Linnan et al., 2001

To: Directors, Managers and Supervisors
From: TBD
Subj: Support for Upcoming Wellness Screenings

As part of our strategy to enhance the health of our employees, XYZ has invested in an onsite health screening and coaching service. The program has documented results that (1) support our effort to stem the rise in health care costs and (2) have also positively impacted recordable injuries, absenteeism and short-term disability.

Maximize return on investment by encouraging participation

In order to maximize our return on investment, we need managers to encourage (voluntary) participation at a health screening with a goal of 65% participation. Our health screening project team has created a schedule to work with supervisors to achieve little or no impact on our work flow. The time required to participate in the health screening is 20 minutes.

Health Plan Incentive

Employees who complete the health assessment process will not have to pay an increased health plan contribution of \$xx per month.

Participation as a Metric

We will be benchmarking our actual program participation with other companies in our industry that have also invested in wellness initiatives. Thank you in advance for encouraging your employees to participate in this very important health initiative. I look forward to seeing you there!

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Maximize return on investment
In order to maximize the return on investment of the screening with a goal of 20 minutes, please ask your supervisors to achieve 20 minutes.

To: Directors, Managers and Supervisors
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at a health
work with
screening is 20

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PEER SUPPORT



Ambassador

Contributor

Supporter

Leader

Focused on Di

Inclusive & Diverse Committee

enthusiastic

excited

Not all the healthiest,
but well-respected



International Association of Worksite Health Promotion
Worksite Health Promotion Training Workshop

White Paper
Implementing Worksite Health Promotion Teams and Champions

Smeltzer, IAWHP 2017







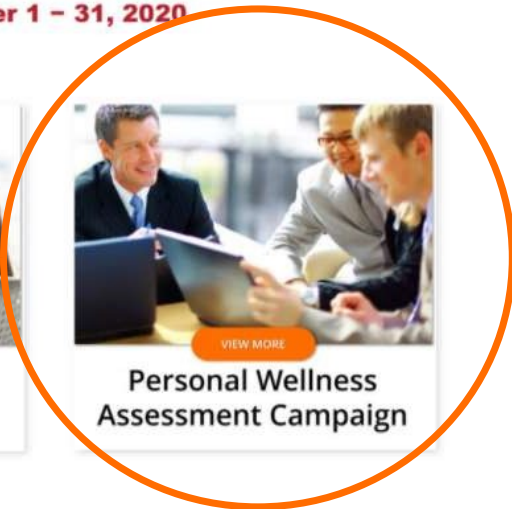
STRATEGIC APPROACH

- ✓ Align with Corporate Goals – WHY?
- ✓ Integration with Benefits, EAP
- ✓ **80% is accessible to 100%**
- ✓ Drip Effect – multiple opportunities for messaging
- ✓ VISIBLE!



Strategic Programming

COMPONENT	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
HEALTH RISKS	Nutrition, Emotional Health. Physical Health											
NEWSLETTER	Monthly Newsletter											
INDIVIDUAL CHALLENGES	Monthly Individual Challenge											
SEASONAL E-CAMPAIGNS		New Year New You					BBQ Grilling Guide				Festive 5 Guide	
FAMILY WEBINAR SERIES	SAD				Mindfulness					Men's/Women's Health		
E-CAMPAIGNS		Healthy Eating			Mental Wellness				It's In YOU to Move			
POSTER SETS		Healthy Eating			Mental Wellness				MOVE			
TOUCHPOINTS		BP Check		Coach WA		LNL Series				Walk Maps	Desk Stretch	
TEAM CHALLENGE			Healthy Living Challenge							Walk-tober POKER		
INTEGRATION	Health Fair, EAP, Benefits Programs, Social Events. Health Coaching											
EVALUATION REPORTS	Progression/HRA Report				Progression Report				Metrics Deep Dive			



- ✓ Health Questionnaire – 10 minutes
 - My Health Overview
 - Stress and Emotional Health
 - Physical Activity
 - Eating Habits
 - My Workplace
 - My Readiness to Change
 - My Health Interests
- ✓ Custom Log-In Page
- ✓ Member Portal
- ✓ Individual Assessment – user-friendly
- ✓ Personalized Scorecard
- ✓ Corporate Trend Report
- ✓ Health Risk Assessment and Recommendations

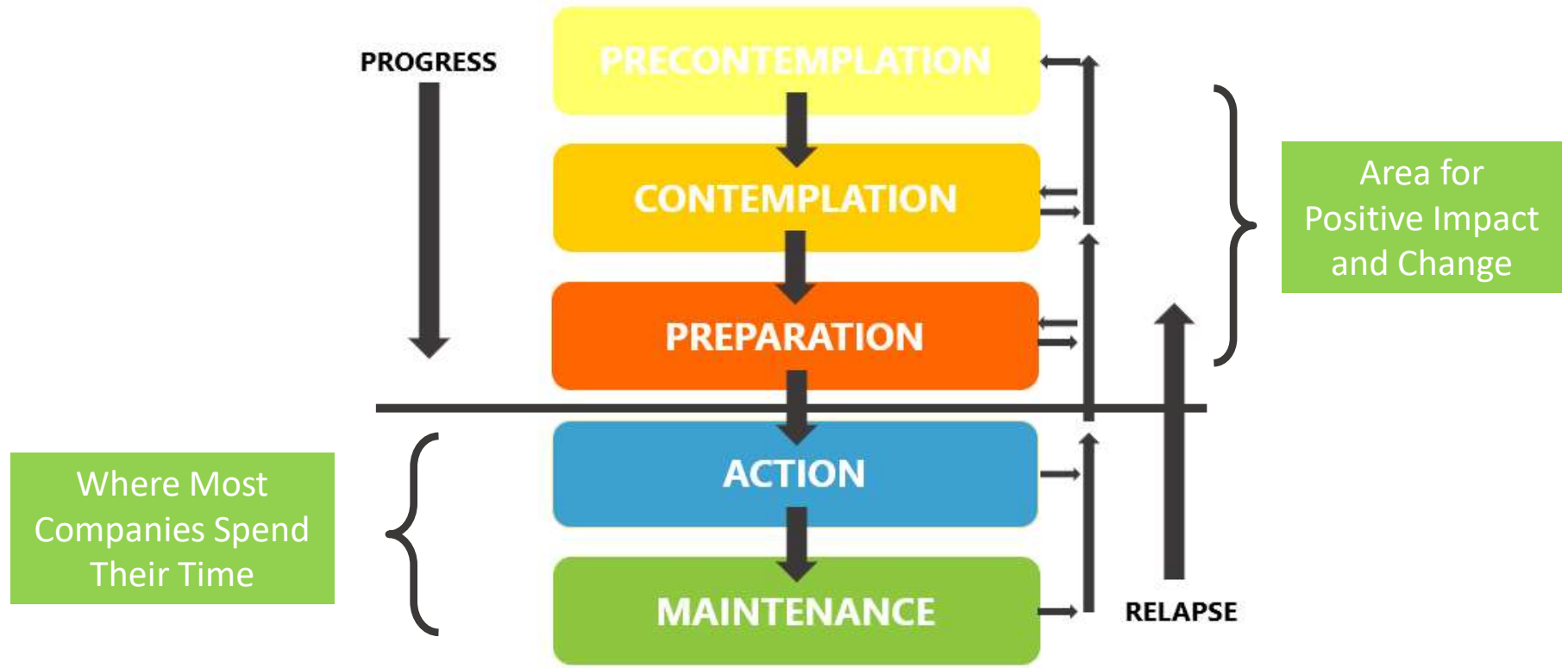
**MEAGHAN, I WANT THIS CAMPAIGN
FOR OUR COMPANY.**

Canada's
healthyworkplacemonth
October 1 – 31, 2020



- ✓ Health Questionnaire – 10 minutes
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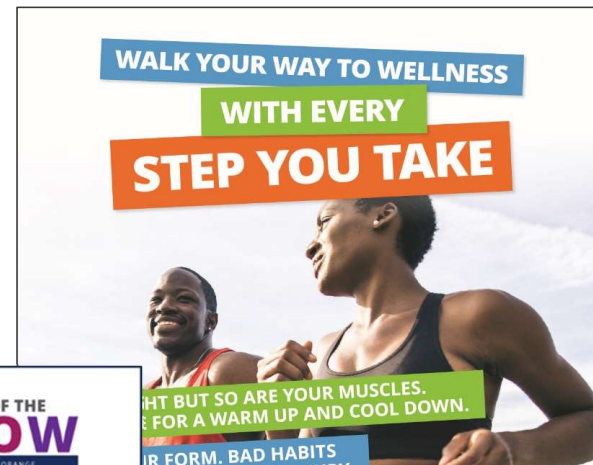
READINESS TO CHANGE



DiClemente and Prochaska, 1998

Pre-contemplation, Contemplation = VISUAL!

- Digital Monthly Newsletters
- Corporate Newsletters
- Wellness Posters
- Kiosks/Resources
- Health Fairs
- Health Coach Walkarounds
- Wellness Champ Forums
- On-site Wellness Promotions
- Cut the Junk Baskets
- Stand Up or No Chair Meetings



HEALTHY RECIPES OF THE RAINBOW
NUTRITION WEEK ONE - COLOUR OF ORANGE

ORANGE RECIPE

SZECHUAN CARROT SOUP

Ingredients:

- 1 tsp olive oil
- 1 onion, chopped
- 1 stalk celery, chopped
- 1 clove garlic, minced
- 2 cups reduced sodium chicken broth
- 7 ground carrots (3-4 medium)
- 1 1/2 cups ginger, peeled and cut into thin slices
- 1/2 tsp crushed red pepper
- 2 tbsp lime juice
- 1 1/2 tsp reduced sodium soy sauce
- 1 tsp fresh ground peanut butter
- 1 tsp sesame oil
- 1 tsp neutral salt
- 1 tsp salt
- 1 fresh ground ginger, for garnish
- 1 tbsp chopped scallions, for garnish

Instructions:

- Heat olive oil in a large saucepan over medium heat. Add onion, celery and garlic and cook, stirring, until softened, 3 to 5 minutes. Add carrots, carrots, ginger and crushed red pepper and bring to a boil. Reduce heat to low and simmer, covered, until the carrots are very tender, 20 to 30 minutes.
- Puree the mixture through a strainer set over a large bowl. Transfer the solids to a food processor or blender and add lime juice, soy sauce, peanut butter, sugar and sesame oil, pulse, adding some of the cooking liquid as needed for a smooth consistency. Strain the puree to the bowl of cooking liquid and stir to mix. Season with salt and pepper. Cover and refrigerate until chilled, at least 1 hour. Garnish each portion with scallions.

Nutritional Bonus: Vitamin A (220% DV)

PER SERVING (1/2 CUP)		% DAILY VALUE*	
CALORIES	110	MONO-SATURATED FAT	2 g
PROTEIN	4 g	CHOLESTEROL	3 mg
CARBOHYDRATE	19 g	SODIUM	400 mg
TOTAL FAT	4 g	FIBER	4 g
SATURATED FAT	2 g	MINERAL SERVICES	8 g

*Percent Daily Values are based on a diet of other people's bad habits. © 2019 EMPLOYEE WELLNESS SOLUTIONS NETWORK. ALL RIGHTS RESERVED.

How to Practice Gratitude

Practice Gratitude

Gratitude is a powerful emotion that can help you feel more positive and optimistic. It can also help you build stronger relationships and improve your overall well-being. Here are some tips on how to practice gratitude:

- Write a list of things you are grateful for.
- Share your gratitude with others.
- Practice gratitude journaling.
- Express your gratitude to others.
- Focus on the good in every situation.
- Practice gratitude meditation.
- Use gratitude as a tool for problem-solving.
- Practice gratitude as a way to build resilience.
- Practice gratitude as a way to improve your mood.
- Practice gratitude as a way to increase your happiness.
- Practice gratitude as a way to improve your health.
- Practice gratitude as a way to improve your life.

MONTHLY GRATITUDE TRACKER

MONTH	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							

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HEALTHY LIVING CHALLENGE

Have you ever said, "I need to exercise more," or, "I'm going to get healthier," but needed some sort of motivation to get you disciplined? EWSNetwork is challenging you to do some healthy living habits into practice. Are you up for the challenge?

Instructions:
Welcome to our Fall Healthy Living Challenge! The goal of this challenge is to encourage you to track activities that will help you on the road to better health. This challenge will take place from **September 22 to October 20, 2014**. Teams of 4 can register by signing up their names on the sign-up sheets on the wellness board OR by emailing _____
Registration ends on **September 18**.

During this four-week challenge, each individual will log his or her daily exercise minutes on the spreadsheet provided. A **daily exercise minimum of 60 minutes is also set** to encourage participants of all athletic abilities. Team of exercise = 1 point. There is also a list of EWSNetwork goals to be awarded!

Scoring:
Tally up your scorecard each week and submit to your team captain. The team captain will add up all 4 team cards for the team and submit the grand total to _____
The team with the most points will receive prizes. In addition, a prize will also be given to the one participant with the most points. In the case of a tie, a winner will be randomly drawn.

Examples of Exercise: Brisk walking, jogging, using a rowing machine, elliptical, swimming, playing a sport, resistance training, yoga - also alternative physical activity outside of your usual daily activities.

Points	Team	Why do it?
10	Drink or use FOLIC acid 100mcg each day	There is scientific evidence that a combination of FOLIC acid and B12 can help with depression. Taking the combination can help you relax and benefit from a walk with every step and meet and stress keep you at bay.
10	Limit caffeine intake to less than 300mg per day	As little as 100mg of caffeine can raise your heart rate, blood pressure and a cup of coffee has 200 mg. Research has shown that heavy tea and coffee intake may cause insomnia, headaches, irritability, and nervousness. It's only a 1/2 part of your daily routine but keep your caffeine level at about 100mg a day.
15	Taking a break away from your workstation during lunch	New evidence suggests that regardless of what your total sitting time is, taking interruptions from sitting where you are is beneficial. Get up only to help to reduce your risk for long sitting periods. Take a break and stretch.
20	Using 30 minutes of the end-of-workday	A diet rich in fruits and vegetables may reduce the risk for stroke, heart disease, diabetes and heart disease. The high potassium content helps maintain healthy blood pressure while the fiber helps with cholesterol levels.
20	Share your success story	All the healthiest, most successful athletes in the world, from the pros to the amateurs, have one thing in common: they have practiced and practiced hard.
50	Take a wellness photo	Have you made improvements to your diet, lost weight, exercised your fitness habits or just simply because of EWSNetwork? Write a quick blurb about this and send to your wellness coach by email. EWSNetwork will feature your "wellness" story in our newsletter, include on the board, the sky is the limit!
50	Book an appointment with your coach	A 1-on-1 session can help you gain the most from your wellness journey. Book an appointment for an appointment with your coach. It's also important for EWSNetwork, when you are and when you are.
75	Book an appointment for an appointment with your coach	Be accountable for your own body - this may help measure progress and goals. Book an appointment for an appointment with your coach. It's also important for EWSNetwork, when you are and when you are.

TAKING STEPS TO STOP THE SILENCE

DID YOU KNOW THAT 1 OUT OF 5 CANADIANS WILL EXPERIENCE A MENTAL ILLNESS IN THEIR LIFETIME (CMHA)?

Are you up for a challenge?

Join SOS and EWSNetwork in Taking Steps to Stop the Silence Campaign.

How many steps can you take this month?

The more steps you take, the more awareness about Mental Health we can share!

- WALK 5000 STEPS OR WALK FOR 30 MIN
- RETRIEVE A FOOTPRINT
- PLACE ON THE DESIGNATED WALL

IT'S THAT SIMPLE!

HEALTHY LIVING CHALLENGE

Score Card: Week 1

NAME: _____

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Total
Exercise 1 min = 1 pt								
Five 8oz glasses of water (10 pts)								
Caffeine intake <300 mg/day (10 pts)								
Vitamins break (10 pts)								
5+ servings fruit and/or veggies (10 pts)								
Try a recipe and give feedback (10 pts)								
Share your success story (10 pts)								
Team wellness photo (10 pts)								
Book apt with wellness consultant (10 pts)								
Book annual physical exam (10 pts)								

Grand Total = _____

What section(s) could I improve on for next week?

	Tell someone.		Take a full breath.
	Share your story.		Ask for help.
	Visualize what you want in life.		Make time for yourself.
	Find fresh air, everyday.		Plan something you love to do every Monday.
	Breathe when you feel overwhelmed.		Hug someone you love. Human touch goes a long way.

Preparation, Action

- Lunch n' Learns, Workshops
- Pedometer Challenges
- Olympics – Own the Podium
- Nutrition for Life
- Eat Your Colors
- Healthy Lifestyle Poker
- Spring Scrabble
- 4-week De-Stress Out
- 6-week Empowered Living
- 8-week Extreme Lifestyle Makeover
- Exercise classes
- Walking/Running groups
- And others...

**Maintenance
= NEED FUN**



To Help Build a Strong Foundation for Your Wellness Program...

CORPORATE WELLNESS
Professional Series
YouTube - @EWSNetwork

STAY SAFE, STAY HEALTHY
www.ewsnetwork.com/staysafestayhealthy



MODULE 2: RECAP

- ✓ Recording of this Session
- ✓ Mindful Leadership
- ✓ Senior Management Involvement and Leadership Model
- ✓ Culture of Caring Infographic and Blog
- ✓ Cultivating a Healthy Culture – Wellness Teams and Champions
- ✓ Building Cultures of Health and Well-Being

Meaghan Jansen, MSc.
meaghan@ewsnetwork.com

MODULE 3: Wednesday, Oct 21st at 11am *Successful Implementation Strategies*

- Not the ABCs but the CEVs
 - Communication
 - Engagement
 - Visibility
- Creating program depth
- Building the strategy

