

THE
WORKPLACE
wellness
MOVEMENT



CHAMPION

Workplace Wellness Champion Series

A ROADMAP TO ENGAGING EMPLOYEES

 WORKPLACE WELLNESS
MEMBERSHIP

Powered by:



INTERACTIVE POLL

[PollEv.com/employeeewell194](https://www.poll-ev.com/employeeewell194)



WORKPLACE WELLNESS
CHAMPION SERIES

WORKPLACE WELLNESS
MEMBERSHIP



THURSDAY, May 27th at 11am EST
*LAST THURSDAY of EVERY MONTH

Established in 2003



WORKPLACE WELLNESS
VIRTUAL HEALTH COACHING

WORKPLACE WELLNESS
MENTORSHIP PROGRAM



MODULE 1

Defining Workplace Wellness and Setting Objectives

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

MODULE 2

Creating a Healthy Culture

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

MODULE 3

Successful Implementation Strategies

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

MODULE 4

Evaluating Your Wellness Program

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



MODULE 1

Defining Workplace Wellness
and Setting Objectives

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

MODULE 1

Defining Workplace Wellness and Setting
Objectives

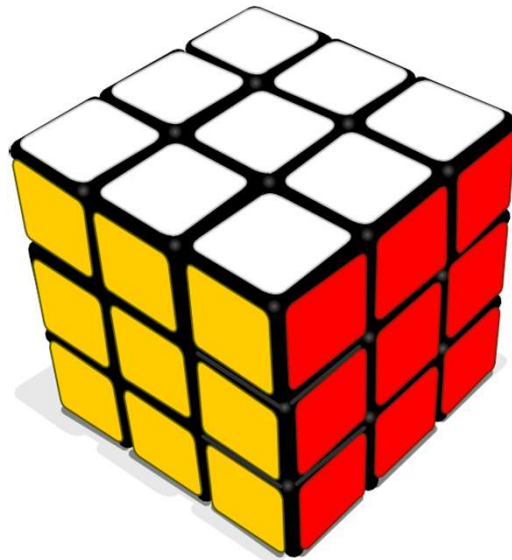
- Workplace wellness fundamentals
- Defining a healthy workplace
- Key elements for planning
- Setting objectives

MODULE 4

Defining Workplace Wellness
and Setting Objectives

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

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





MODULE 1

Defining Workplace Wellness
and Setting Objectives

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

MODULE 2

Creating a Healthy Culture

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

MODULE 4

Evaluating Your Wellness
Program

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

INTERACTIVE POLL

In one word, what does a healthy culture mean to you?

Add as many words as you'd like.

PollEv.com/employeewell194

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

POLL

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



oyees

Foster Social Connections

Ma



WORKSITE HEALTH PROMOTION

Building Cultures of Health and Well-Being:
Creating and Sustaining Supportive Organizational Environments
by Nico P Pronk, Ph.D., FACSM, FAWHP

es



ORGANIZATIONAL LEADERSHIP

✓ SMIL Model

Senior Management Involvement
and Leadership Model

The image shows the cover of a white paper. On the left, a dark green vertical bar contains the text 'WHITE PAPER' in white, uppercase letters, with a small white circle containing a green apple icon above it. The main cover is white and features the title 'Mindful Leadership: Cultivating Sagacity and Wisdom in the Workplace' in a serif font. Below the title, the authors 'Ellen Choi and Michael J. Rouse' and their affiliation 'Ivey Business School at Western University, London, Ontario, Canada' are listed. At the bottom of the cover, there are three logos: Ivey Business School, Mitacs, and Sun Life Financial. To the right of the white paper, a separate white box contains the title 'Management Behaviours Drive Workplace Wellness Program Results: The SMIL Model' and the authors 'Shivani Parihar and Michael J. Rouse' with their affiliation 'Ivey Business School at Western University, London, Ontario, Canada'. A small green square with a white apple icon is positioned above this box.

Align Wellness with Business Goals



Meaningful
Enterprise

Cost Management



Meaningful
Employment

Employer of Choice



Meaningful
Engagement

Productivity Management



Meaningful
Environment

Recruitment/Retention



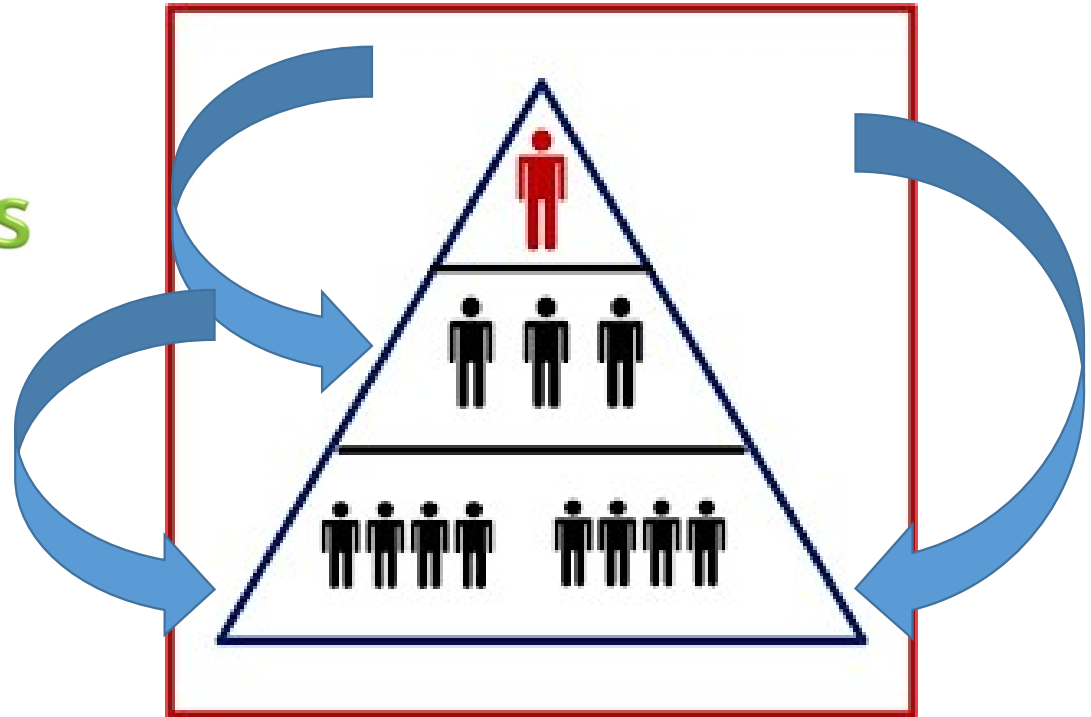
Leadership Engagement for Sustainability



- ✓ 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

POLL

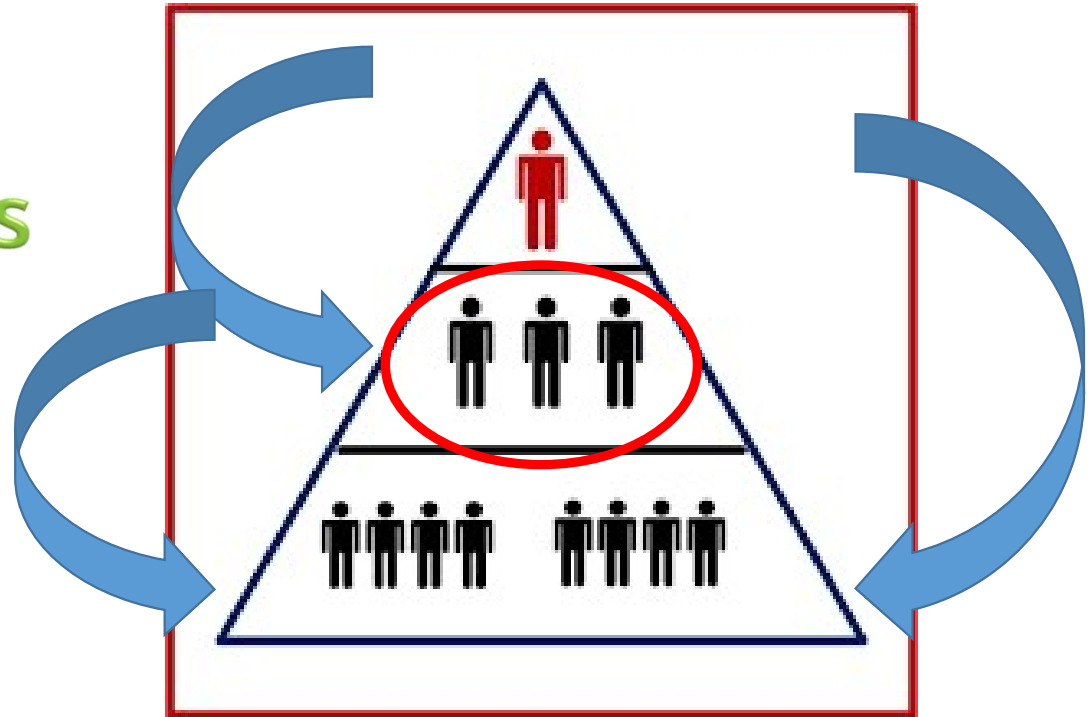
INTERACTIVE POLL

**Who is the most challenging to engage
with workplace wellness?**

[PollEv.com/employeewell194](https://pollev.com/employeewell194)

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!

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
In order to maximize the return on investment of the screening with a goal of 20 minutes, we are asking supervisors to achieve 20 minutes.

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

at a health
work with
screening is 20

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!

PEER SUPPORT



Ambassador

Contributor

Supporter

Leader

Focused on D

Inclusive & Diverse
Committee



International Association of Worksite Health Promotion
Worksite Health Promotion Training Workshop

White Paper
Implementing Worksite Health Promotion Teams and Champions

enthusiastic

excited

Not all the healthiest,
but well-respected

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

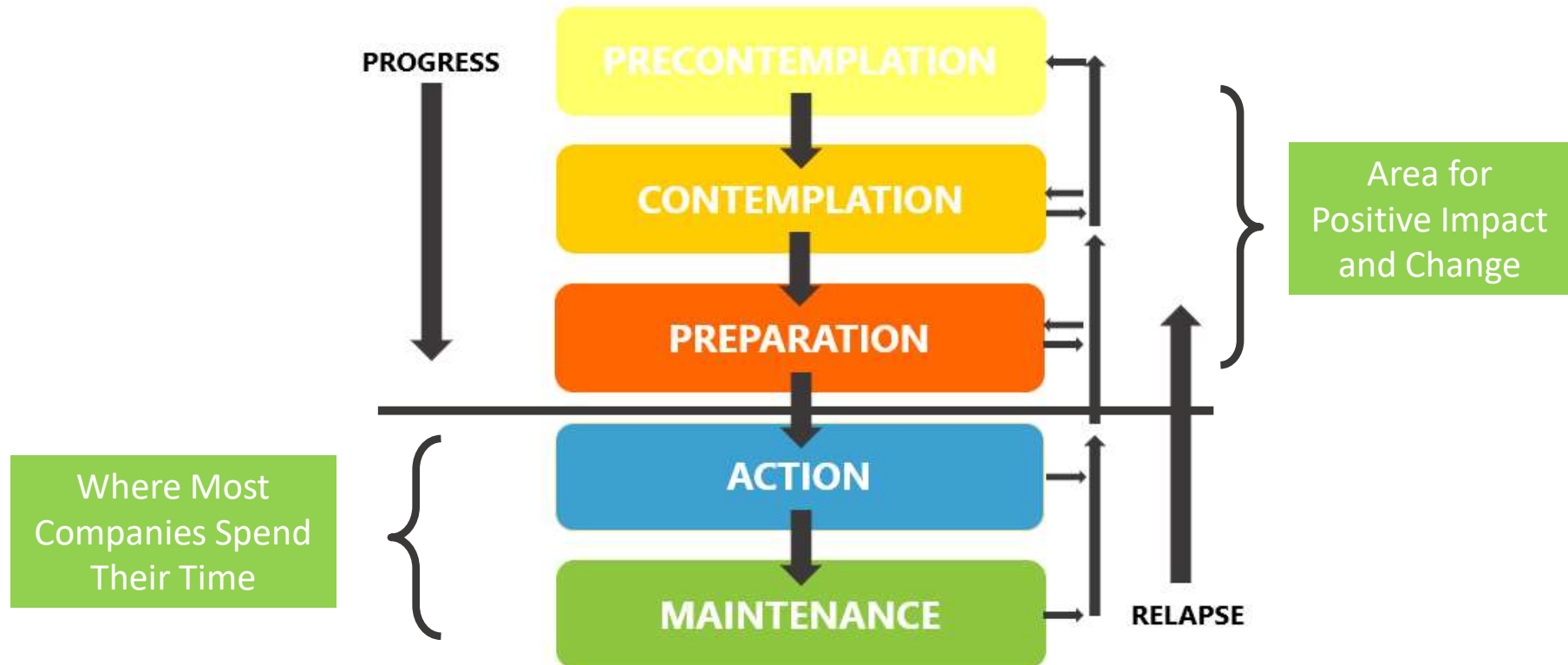
**MEAGHAN, I WANT THIS CAMPAIGN
FOR OUR COMPANY.**

Canada's
healthyworkplacemonth
October 1 - 31, 2020



- ✓ Health Questionnaire – 10 minutes
 - 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

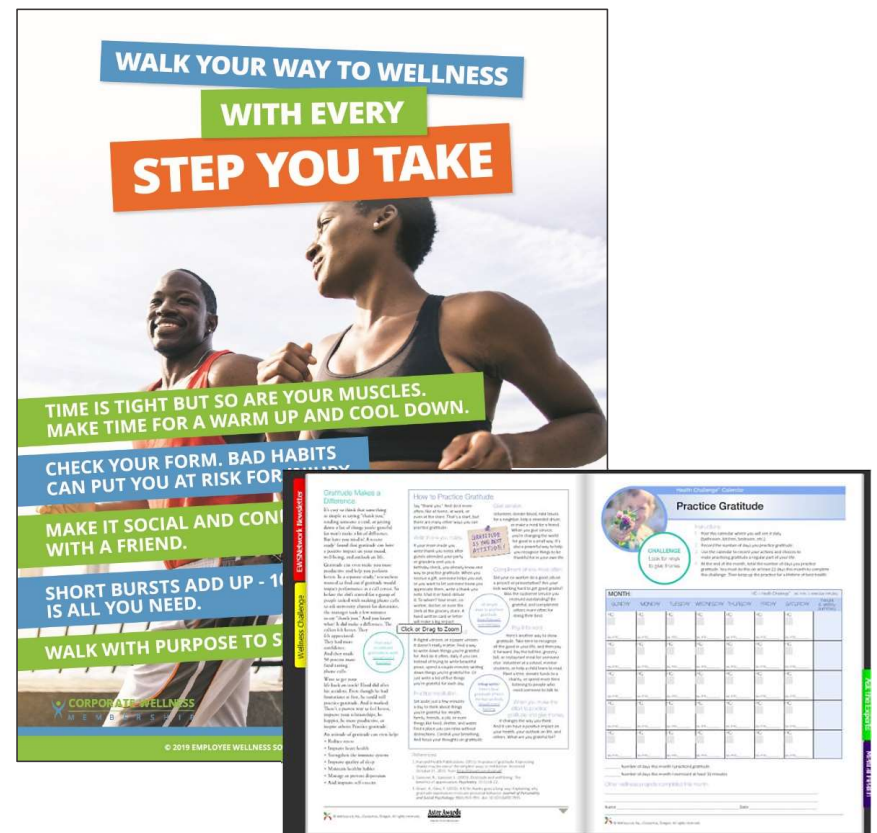
READINESS TO CHANGE



DiClemente and Prochaska, 1998

Pre-contemplation, Contemplation = VISUAL/Awareness (not hidden)!

- What do you have? EFAP? EAP?
- Digital Monthly Newsletters
- Corporate Newsletters
- Wellness Posters
- Resource Centre
- Cut the Junk Baskets
- Stand Up or No Chair Meetings
- Virtual Health Fair
- Coffee Connection - Question of the Day
- Virtual Scavenger Hunt
- Show n' Tell (fav mug, socks, wine glass)
- Good Things Message Board
- Humour First Aid Kit



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 put 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 be the healthiest person you can be. 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 lots of EWSNFC points 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 scores 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, raking or landscaping, yoga - also encourage physical activity outside of your usual daily activities.

Points	Team	Why/What if?
10	Drink or use FOLIC acid 1000 mg per day	There are essential nutrients in a combination of FOLIC acid 1000 mg per day and FOLIC acid 1000 mg per day. FOLIC acid 1000 mg per day is essential for sperm production, lowering the risk of neural tube defects, and helps you absorb and benefit from a water-soluble vitamin and iron and always keep one at hand.
10	Limit caffeine intake to less than 300mg per day	As the top of the world's coffee tree, it is 100% natural. Some people have 42 mg, and a cup of coffee has 200 mg of caffeine. Research has shown that having too much caffeine (200 mg) may cause nervousness, headaches, irritability, and insomnia. It's okay to have a cup of coffee daily, but keep your caffeine intake at 300 mg per day.
15	Taking a break away from your workstation during lunch	Now science suggests that regardless of what your team doing you're making improvements from taking away from your workstation. It's not just about taking a break, it's about taking a break from your workstation. It's about taking a break from your workstation. It's about taking a break from your workstation.
20	Using 30 minutes of the end-of-the-workday	A diet rich in fruits and vegetables may reduce the risk of heart disease, stroke, and type 2 diabetes. The high potassium content helps maintain healthy blood pressure while the low sodium content helps maintain healthy blood pressure. It's about taking a break from your workstation. It's about taking a break from your workstation. It's about taking a break from your workstation.
22	Try to make a meal that has protein and healthy fats	All the nutrients in fruits and vegetables are essential for a healthy diet. It's about taking a break from your workstation. It's about taking a break from your workstation. It's about taking a break from your workstation.
50	Share your business story	Here you make improvements to your diet, lose weight, and improve your fitness habits and you receive a reward of \$1000.00. Write a quick story about the and send to your wellness coach by email. It's about taking a break from your workstation. It's about taking a break from your workstation. It's about taking a break from your workstation.
50	Book an appointment with your coach	That's the beauty of being a part of a team. It's about taking a break from your workstation. It's about taking a break from your workstation. It's about taking a break from your workstation.
75	Book an appointment for an annual physical exam if you don't have one	A team situation can be a great place to get some feedback. It's about taking a break from your workstation. It's about taking a break from your workstation. It's about taking a break from your workstation.

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)								
Show your success story (10 pts)								
Team wellness photo (10 pts)	One time only during 4 week Challenge							
Book apt with wellness consultant (10 pts)	One time only during 4 week Challenge							
Book annual physical exam (10 pts)	One time only during 4 week Challenge							

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
- Physical Activity Challenges
- Keep Calm and Eat On
- Mindful Movement
- Healthy Lifestyle Bingo
- Spring Scrabble
- De-Stress Out!
- Walking/Running groups
- Virtual Exercise Classes
- Virtual Team Challenge
- Focus on *Mental Wellness*

Maintenance = NEED FUN



OFFER ANNOUNCEMENT

90 Day STARTER KIT

Mental Wellness, Focusing On YOU

FREE

MEAGHAN, I WANT TO LEARN MORE!



Feature Sheet

UNLIMITED EMPLOYEES • FAMILY ACCESS

Membership Welcome Call • Strategy & Discovery Discussion • Year-at-a-Glance

WELLNESS RESOURCES

- Monthly Newsletters
- Monthly Individual Challenges
- Mental Wellness e-Campaign
- Mental Wellness Digital Poster Set
- Say YES to Exercise
- Keep Calm and Eat On



PERSONAL WELLNESS ASSESSMENT (PWA)

- Private and Confidential Login
- Individual Personal Wellness Assessment
- Corporate Trend Report



FAMILY FUN

- Mindfulness and Self-Compassion Family Wellness Webinar
- Access to one LIVE Wellness Webinar



MEMBER PORTAL

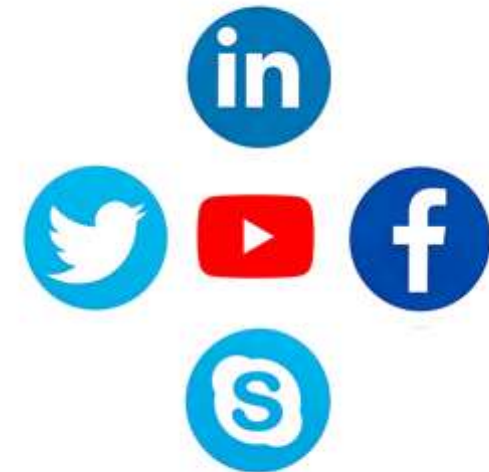
- Newsletter Archives
- Access to Resources
- Past PWA Reports



starterkit@ewsnetwork.com

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

CORPORATE WELLNESS
Professional Series
YouTube - @EWSNetwork



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



WellnessWorks
Building Healthy Workplaces Together



Wellness Blog.
Knowledge for Creating Healthier Workplaces

www.ewsnetwork.com/wwc-series/
PASSWORD: will be emailed

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:

Successful Implementation Strategies

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

