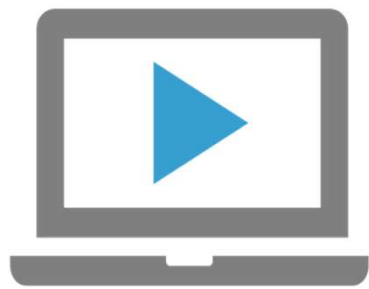


WELCOME! This session will begin at 11am EST



WORKPLACE WELLNESS
CHAMPION SERIES

A ROADMAP TO ENGAGING EMPLOYEES

Powered by:





CONTINUING
PROFESSIONAL
DEVELOPMENT

PRE-APPROVED

HRPA

This program has been approved for 4 (four) Continuing Professional Development (CPD) hours under Category A of the Continuing Professional Development (CPD) Log of the Human Resource Professionals Association (HRPA).

- *attend all four webinar sessions (at least 45 mins/session)*
- *receive an individualized HRPA CPD code following completion of 4-part series*



FOCUS

EDUCATE • ENGAGE

Established in 2003



TOGETHER WE'VE ACHIEVED SO MUCH!

WORKED WITH
18,236
PROGRAM
PARTICIPANTS



HEALTH FAIRS

95 



AWARDED
198
KIDS' WELLNESS
BURSARIES

INDUSTRY
PRESENTATIONS
& KEYNOTE
ADDRESSES



91,345
ONSITE
PROGRAM
HOURS

DELIVERED

1,906 LUNCH 'N LEARNS

7,840 WALK AROUNDS

1,485 EMAIL CAMPAIGNS

5,544 EXERCISE CLASSES

1,061 WORKSHOPS

436
GROUP
CHALLENGES



631
INDIVIDUAL
CHALLENGES

57,539 
COACHING
SESSIONS

HOSTED
674 WELLNESS
COMMITTEE MEETINGS



COUNTLESS MEANINGFUL
RELATIONSHIPS



“We are on a mission to influence 1 million Canadian employees.”

Member Portal Access (~24 hrs)

Webinar Recordings
Webinar Resources, Content, Materials
Webinar Slides

***Constant Contact**

INTERACTIVE POLL

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use chrome

OBJECTIVES

- To educate wellness champions on being effective ambassadors for wellness within their organizations.
- To share the most successful workplace wellness practices for engagement optimization.
- To discuss best strategies on assessing, implementing and evaluating workplace wellness programs.
- To build a workplace wellness strategy.

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

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MODULE 4

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- Establishing value – What to measure and how to report
VOI vs ROI
- Why, What, How of evaluation
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What does it mean?

Defining Workplace Wellness and Setting Objectives

“Workplace wellness programs are workplace-based programs that incorporate health promotion and disease prevention activities with the goal of improving the health of employees.” (Defining Workplace Wellness Programs, Hind & Rouse, 2017)

➤ **What does workplace wellness mean to you?**

INTERACTIVE POLL

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What does workplace wellness mean to you?





drive 15 chronic conditions

1. Diabetes
2. Coronary Artery Disease
3. Hypertension
4. Back Pain
5. Obesity
6. Cancer
7. Asthma
8. Arthritis

9. Allergies
10. Sinusitis
11. Depression
12. Congestive Heart Failure
13. Lung Disease (COPD)
14. Kidney Disease
15. High Cholesterol

PREVENTION
IS THE CURE

accounting
for **80%**
of total costs
for all chronic
illnesses
worldwide

A recent Ipsos survey found that almost 60% of Canadians are struggling with some form of mental health condition or another because of the stress and strain of the pandemic.

Coronavirus pandemic may spark an increase in mental-health struggles that could last years: study

Anxiety on the rise, overtaking depression as top mental-health concern: analysis

- In April 2020, Angus Reid³ revealed that “half of Canadians report a worsening of their mental health, with one-in-ten saying it has worsened ‘a lot.’”

- In April 2020, the Mental Health Commission of Canada and Nanos² informed that “Canadians are four times more likely to report their mental health is worse or somewhat worse than before COVID-19, rather than better or somewhat better.”

Mental Health in Canada

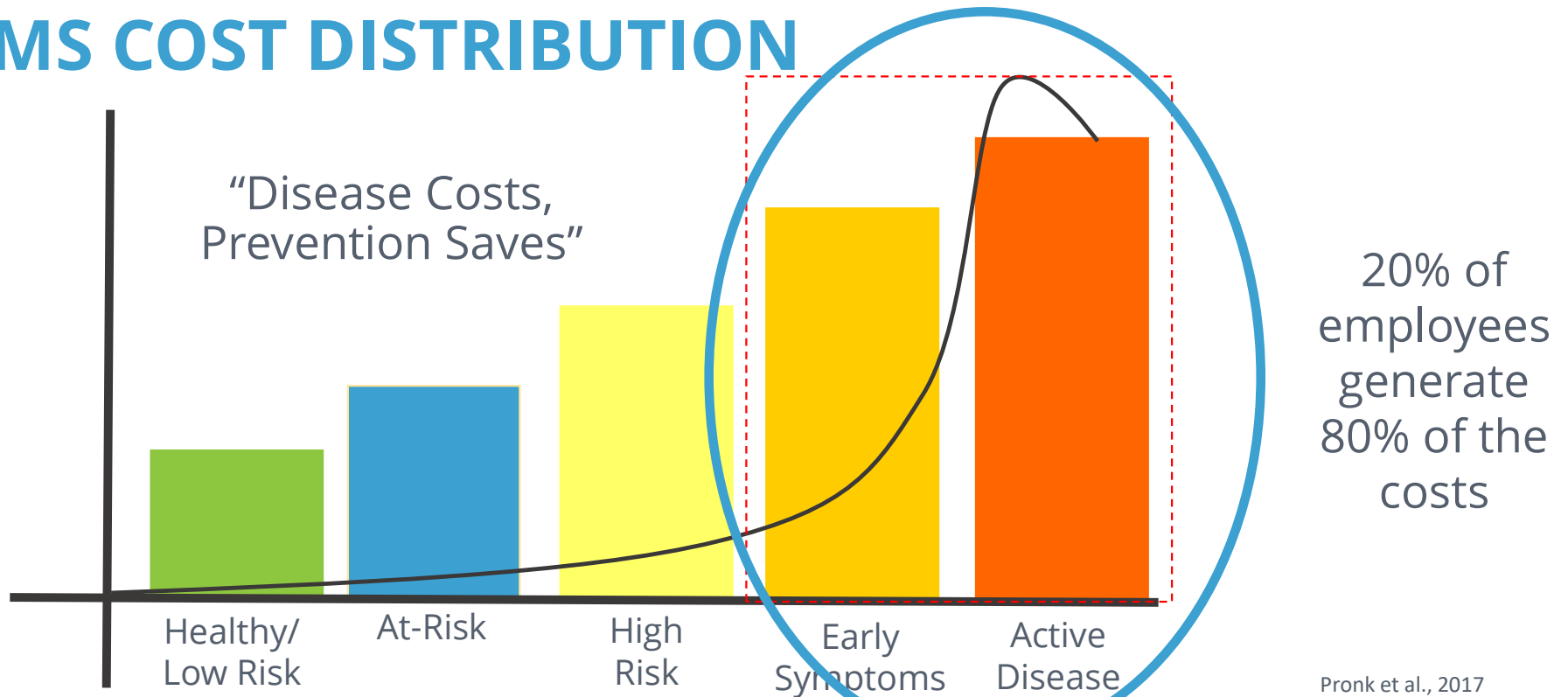
In any given week, at least **500,000 Canadians** are unable to work due to mental health problems.

The economic burden of mental illness in Canada is estimated at **\$51 billion** per year. This includes health care costs, lost productivity, and reductions in health-related quality of life.

The CMHA reported in 2019, 2.5% of Canadians reported having had suicidal thoughts in the previous year. In the middle of lockdown, the CMHA found that about 1 in 20 Canadians (6%) had recently experienced thoughts or feelings of suicide due to the pandemic.

- 1 Westerhof and Keyes, “Mental Illness and Mental Health.”
- 2 Nanos and the Mental Health Commission of Canada, *Canadians Report an Increase in Feeling Stressed*.
- 3 Angus Reid Institute, “Worry, Gratitude & Boredom.”
- 4 Findlay and Arim, “Canadians Report Lower Self-Perceived Mental Health.”

CLAIMS COST DISTRIBUTION



That means, 80% of employees generate only 20% of the costs.

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“They tried adding healthy snacks to the office vending machine, but all that rotting fruit made the candy bars taste bad.”

GOOD VS GREAT



➤ What have you tried?

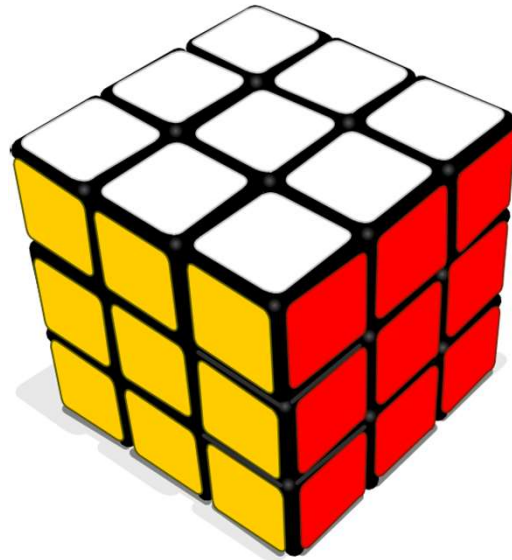
INTERACTIVE POLL

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What have you tried (EAP, newsletters, challenges, exercise classes, workshops?)



TOP 5 SUCCESS CRITERIA



- ✓ Organizational Leadership Support
- ✓ Supportive Workplace Environment
- ✓ Comprehensive Program Design
- ✓ Data Collection for Strategy
- ✓ Health Promotion Focus (touchpoints)

“Workplace environment that supports making health the easy choice....”

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



Key Elements with Planning

Objectives: know what you want to see happen as a result of your efforts.

Target audience: who is the program for? All staff? Only certain groups?

Type of program: what tone will your program have? Informative? Fun? Fearful?



STRATEGIC PLANNING CYCLE

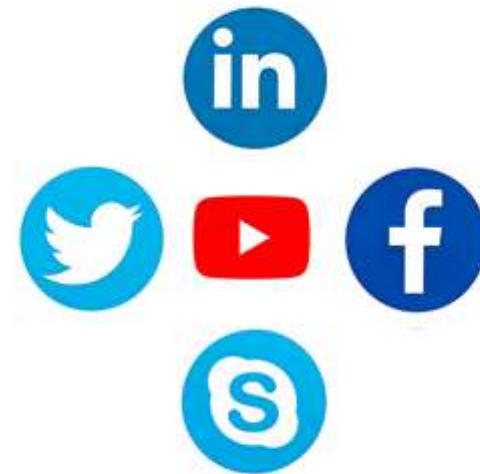


Consideration Checklist to Help Define Workplace Wellness

- Provide a comprehensive, integrated worksite health promotion program
- Engage leadership; align wellness with business goals
- Cross-functional approach to human capital management (ie: safety, HR, benefits, training, EAP)
- Policies and benefits that protect, support, and enhance employee health and well-being
- Manage health risks; make health the easier choice
- Expand your “touch points” and make it enjoyable
- Name your program – give it ownership

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

WORKPLACE WELLNESS
Professional Series
YouTube - @EWSNetwork



WellnessWorks
Building Healthy Workplaces Together



Wellness Blog.
Knowledge for Creating Healthier Workplaces



MODULE 1: RECAP

- Recording of this Session
- Strategic Planning Cycle Worksheet
- Foundations of a Successful Wellness Program Infographic
- Defining Workplace Wellness Programs White Paper

Meaghan Jansen, MSc.
meaghan@ewsnetwork.com

MEMBER PORTAL ACCESS
*email from us with recording, etc...

MODULE 2:

Creating a Healthy Culture

- Leadership support
- Building your wellness champion team
- Program components to support your culture

