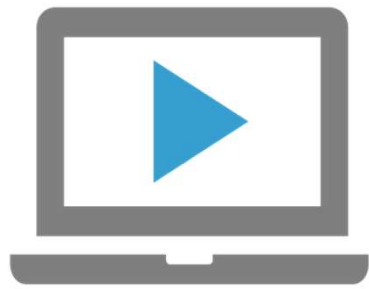


**WELCOME! This session will be begin at 11am EST**



# 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 each webinar session  
(at least **45 mins/session**)*
- *receive an individualized HRPA CPD code following  
each webinar  
(total of 4 CPD hours)*

# Member Portal Access (~24-48 hrs)

Webinar Recordings, Webinar Resources,  
Content, Materials, Webinar Slides

**CHECK EMAIL FOR WEBSITE**

**\*Constant Contact**



# INTERACTIVE POLL

[Pollev.com/home](https://Pollev.com/home)

User: employeewell194

## 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

What does workplace wellness mean to you? (include as many  
one word answers as you'd like)





## MODULE 1

Defining Workplace Well  
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 support a healthy culture

## MODULE 4

Defining Workplace Wellnes  
and Setting Objectives

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





## INTERACTIVE POLL

**[Pollev.com/home](https://Pollev.com/home)**  
**User: employeewell194**

**In one word, what does a healthy culture mean to you?  
Use single words; add as many words as you'd like.**

# CHAT BOX

**What does a healthy culture mean to you?  
Use single words; add as many words as you'd like.**

# 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

ING?



Health & V

 **WORKSITE HEALTH PROMOTION**

---

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



actions



# 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, with a small apple icon above it. The main title is 'Mindful Leadership: Cultivating Sagacity and Wisdom in the Workplace'. Below the title, the authors are listed as 'Ellen Choi and Michael J. Rouse' and their affiliation as 'Ivey Business School at Western University, London, Ontario, Canada'. At the bottom, there are logos for Ivey, Mitacs, and Sun Life Financial. To the right of the white paper, there is a separate box with the title 'Management Behaviours Drive Workplace Wellness Program Results: The SMIL Model' and authors 'Shivani Parihar and Michael J. Rouse' from 'Ivey Business School at Western University, London, Ontario, Canada'. A small apple icon is visible in the top right corner of the white paper's frame.

# WHAT'S IMPORTANT? MAKE THE CONNECTION!

Meaningful  
Enterprise

*Cost Management*



Meaningful  
Employment

*Employer of Choice*



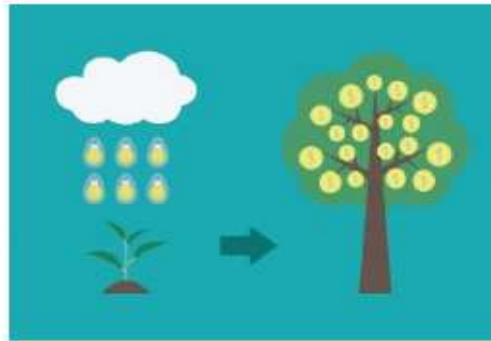
Meaningful  
Engagement

*Productivity Management*



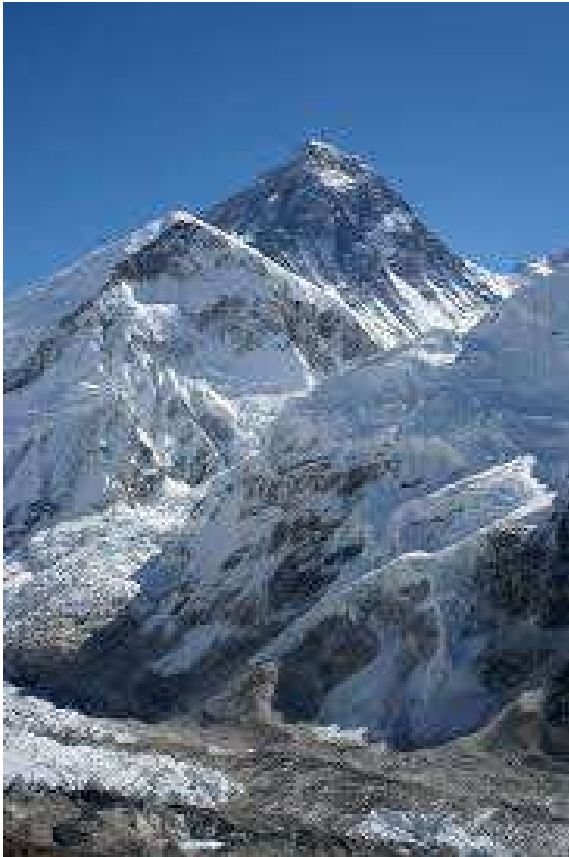
Meaningful  
Environment

*Recruitment/Retention*



## LEADERSHIP ENGAGEMENT FOR SUSTAINABILITY

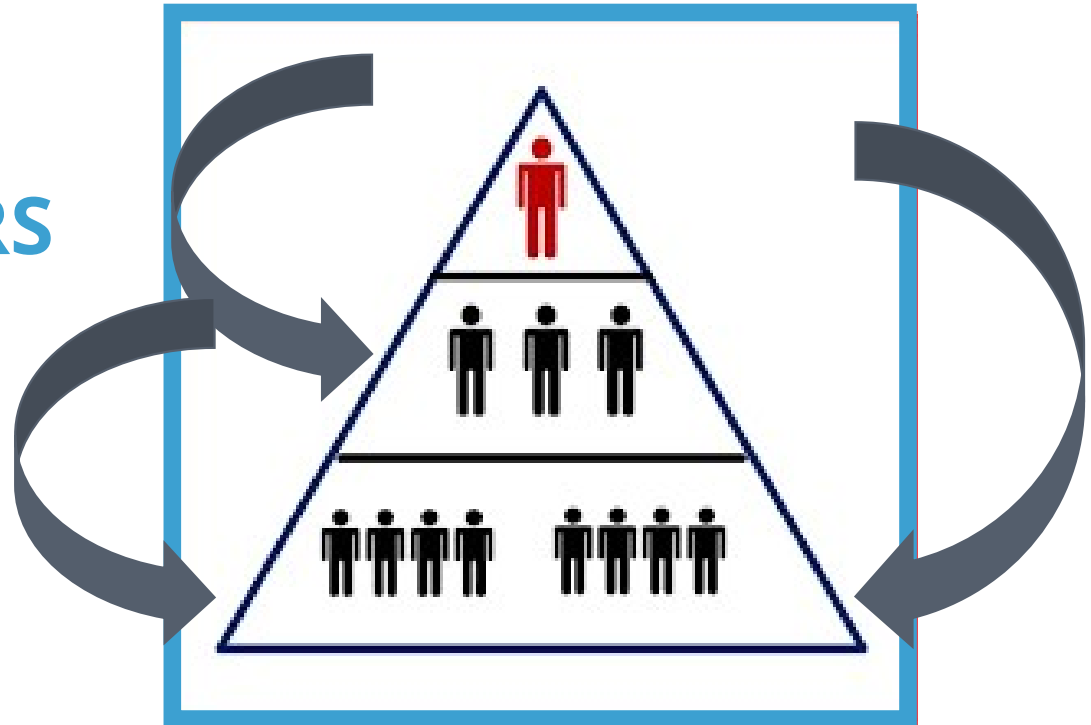
- Help leaders convey the rationale – match to organizational goals
- Meaningful purpose
- Speak their language
- Commit to regular updates for the C-suite
- Leverage their testimonials
- Townhalls, staff meetings, etc...





## SUPPORTIVE LEADERS

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



POLL

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

## INTERACTIVE POLL

**PollEv.com/home**  
**User: employeewell194**

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

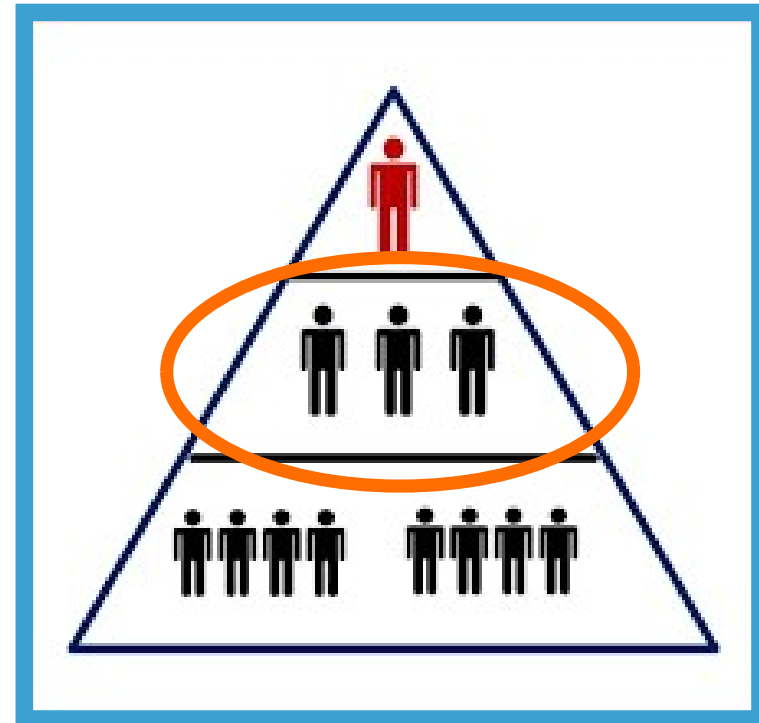
## CHAT BOX

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

C-suite Leaders (Executive Team)  
Middle Managers  
Front Line Staff

## SUPPORTIVE LEADERS

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



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

Ambassador

## PEER SUPPORT

Contributor

Supporter

Wellness Team vs Ambassador Network?  
Recruiting of new members – how?  
Consistency  
Terms of Reference?  
Agenda/Minutes  
Positive Roundtable

Enthusiastic

Leader

Focused on D

Excited

Inclusive & Diverse  
Committee

Not all the healthiest,  
but well-respected

Smeltzer, IAHP 2017

# PEER SUPPORT

Ambassador

Contributor

Supporter

enthusiastic

Leader

Focused on D

Inclusive & Diverse  
Committee



The screenshot shows an email signature for Meaghan Jansen, who is signed in from meaghan@ewsnetwork.com. The signature is for the International Association of Worksite Health Promotion (IAWHP) and is related to a Worksite Health Promotion Training Workshop. The subject of the email is a White Paper titled "Implementing Worksite Health Promotion Teams and Champions". The IAWHP logo is visible in the top left corner of the screenshot, and a world map with various national flags is in the top right corner.

excited

Not all the healthiest,  
but well-respected

Smeltzer, IAWHP 2017



# 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			



# 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 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

## MEMBER PORTAL ACCESS

**CHECK EMAIL for ACCESS**

## MODULE 3: *Successful Implementation Strategies*

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

