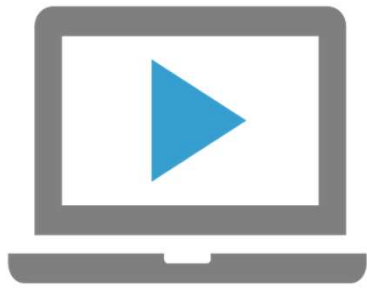


WELCOME! This session will begin at 11am EST



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 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 LINK

****CHECK JUNK/SPAM**



INTERACTIVE POLL

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 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



MODULE 1

Defining Workplace Wellness
and Setting Objectives

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

MODULE 3

Successful Implementation Strategies

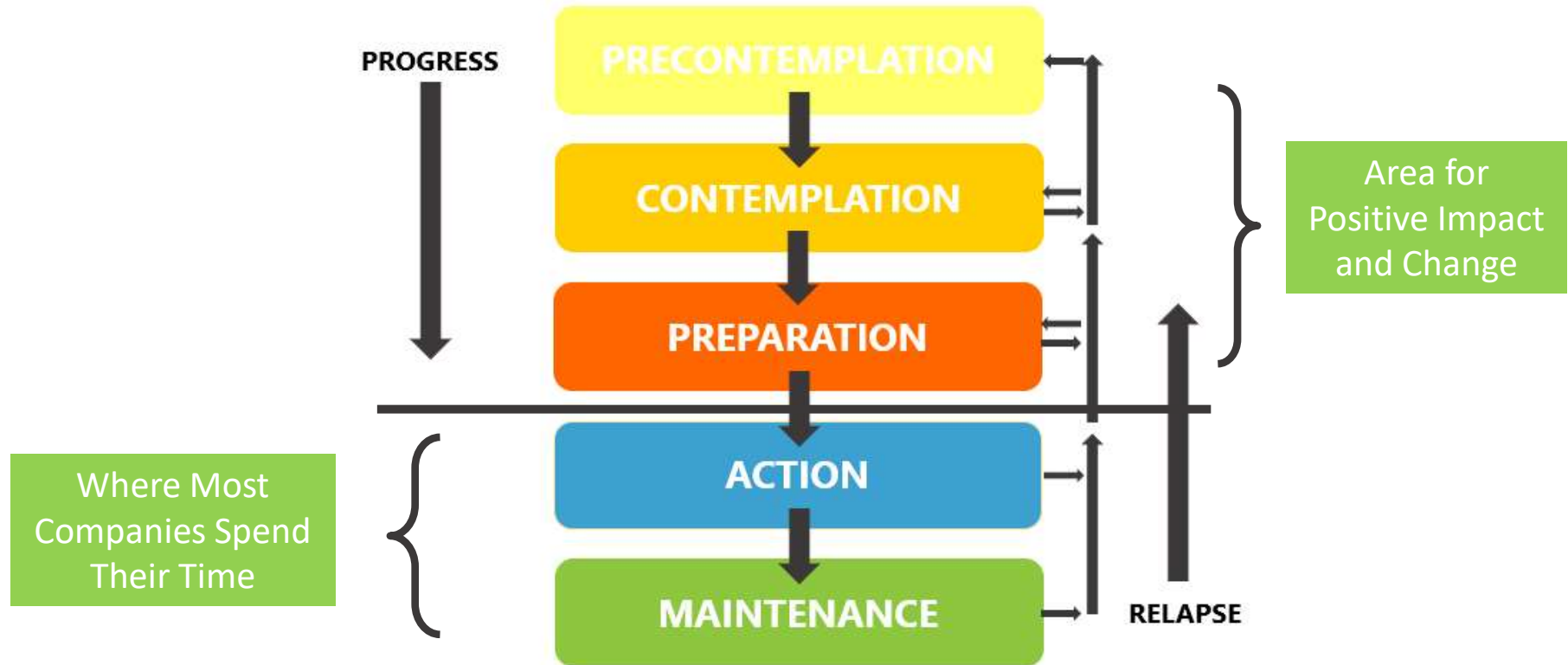
- Successful keys to implementation
- Not the ABCs but the CVIs
 - Communication
 - Visibility
 - Integration
- Creating program depth
- Building the strategy

MODULE 4

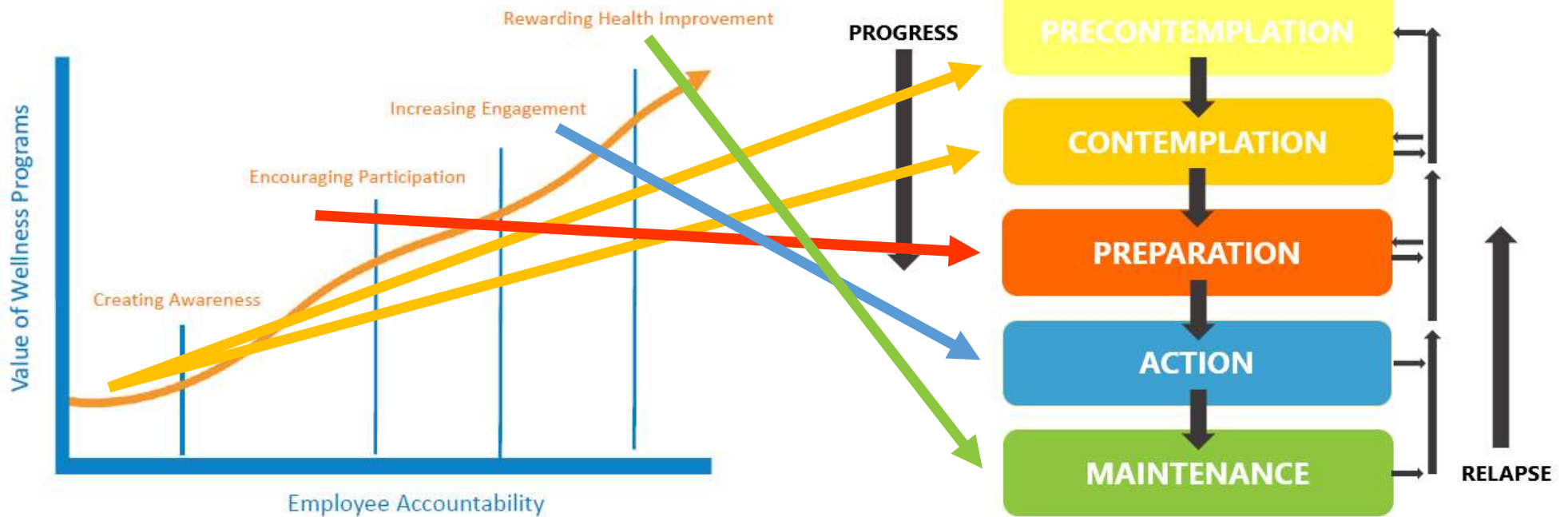
Evaluating Your Wellness
Program

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

READINESS TO CHANGE



DiClemente and Prochaska, 1998

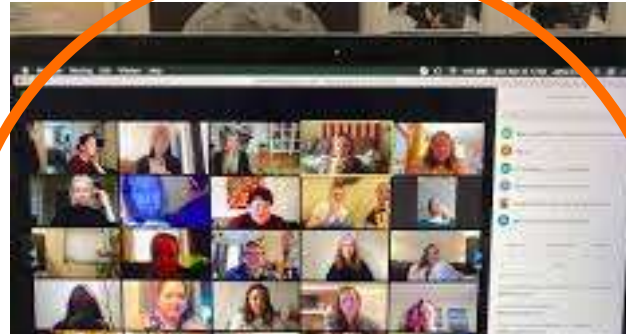




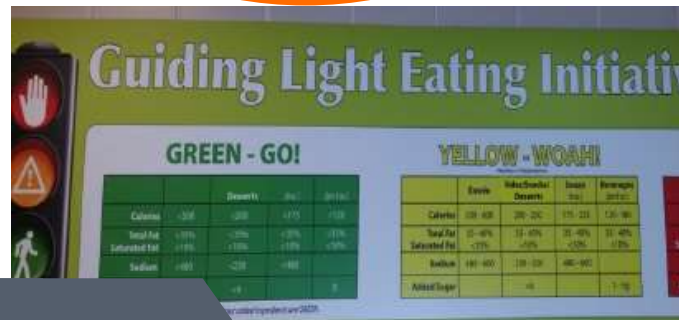
INTERACTIVE POLL

Pollev.com/home
User: employeewell194

What have you tried? Virtual/Onsite initiatives?



Creating Awareness
 Pre-contemplation, Contemp



- Coffee Connection -
- Question of the Day
- Gratitude Chat Group
- Scavenger Hunt
- Show n' Tell (fav mug, socks, wine glass)
- Good Things Message Board
- Staff Meeting Trivia, Jeopardy, book club
- Adult Recess
 - **Inclusive**
 - **Highly Visible**
 - **Simple (grade 4 level)**
 - **Leverage feedback**

CHOICE ARCHITECTURE





Encouraging
Pr

- Workshops, Lunch n' Learns
- Health Fair
- Exercise Classes
- Healthy Cooking Demos
- Staff Development/FUN Day
- Challenges
- Community events
 - *Simplicity*
 - *Incentives*
 - *Communications*
 - *4-6 weeks in advance*
 - *"Ready"...Trigger? Prompt?*



OFFER ANNOUNCEMENT

WELLNESS WORKSHOP

Mental Wellness/Emotional Health

- ✓ up to 60 mins
- ✓ communication plan included
- ✓ Recording included

wellnessworkshop@ewsnetwork



Stress Less

We can't always control outside factors, but we can control how we react and deal with them. Learn how to better understand and manage stress with practical exercises and techniques applicable to work and life.



Building Mental Strength

Mental strength isn't about toughness. It's about cultivating healthy thoughts and resilience. Learn practical strategies to manage emotions, embrace positivity, and prioritize relationships effectively.



Creating Joy Amidst the Chaos

Cultivating happiness and joy isn't always easy. Learn how to prioritize self-care, effectively manage energy levels, streamline priorities, and cultivate a resilient mindset.



Wealthy From Within

Investing in yourself is an essential part of your mental wellness. Learn practical strategies for managing stress, building positivity, and balancing replacing draining habits with healthy ones.



Finger Stick

Blood Pressure

Height/Weight/Waist
Circumference

Teachable Moment
with Health Coach



- Task-based Challenges
- Health Coaching (one-on-one)
- Health Assessments
- Health Risk Assessments with Feedback
 - **Repetitive**
 - **6-8 weeks in advance**
 - **Pair with other awareness-based programs**
 - **Motivation factor...**

Engagement Action



📅 🏋️ 🌿 🥤 🌙 🎨
SELF
care
CHALLENGE

- *Communications*
- *8 weeks in advance*
- *Pair with other awareness-based programs*
- *FUN factor...*



Improvement
Maintenance



Wellness Program Communications

Your 3-step guide to getting the word out—and getting results

WebMD
health services

C
o
m
p
o
n
e
n
t
s

Company ABC Jan-June At-A-Glance [subject to change as per wellness committee, needs and interests] HRA Focus [weight management, improved fitness, nutrition, heart health, stress]						
Initiative	Jan	Feb	March	Apr	May	June
Consultations	One-on-One Consultations – on-site					
Individual	NEW Virtual Online Profile, Wellness Tracking, Calendar of Events					
PWP						June
Exercise Class/Series				Walking routes/groups; site specific Yoga/morning stretching		
Lunch n’ Learns/Webinars	Healthy Weights	Healthy Weights	It’s In You to Move (coincide with site visit)			
Workshop						
Group Challenge [team]			Healthy Potluck at each site		Pedometer Challenge	
Virtual Challenge [team]						
Newsletter						
Kiosk / Poster Display	A Healthy Weight for You				MOVE	
POD Posters				ongoing		
BPOS Sleeve Posters				ongoing		
Email/On-site/Pay-Stub Campaign	Healthy Weights	Healthy Weights		Taking Breaks	Step Into Summer	
Walk Around		Healthy Snacking with almonds		Desk Stretches		PWP Instructions
Promo Day	Healthy Eating Yogurt Parfaits – month tba					
Wellness Challenge [Individual]			Low GI Foods		Step Check IC	
Virtual Challenge [individual]	Individual Challenge					
Health Fair	Fall 2014					
			Q1 Report			support

INTEGRATED PLAN

Corporate Goals	Wellness Goals	Pillars	Initiatives	Details	WHO	Year 1 Fundamental	Year 2 Culture	Year 3 Engagement	Year 4 Sustain
Strengthening Our Corporate Culture	Building a healthy culture	<p>Leadership Support and Effective Communication</p> <p>Leadership support, middle management and staff engagement for wellness.</p> <p>Statement of intent, PD day launches, virtual presence, information hubs (staff and wellness team), toolkits for schools</p>	Statement from Board and stakeholders (4-year plan)	Statement of intent by Board, Union and stakeholders on main website and other media	Superintendent, HR, Principals				
			PD Day Launch (and virtual) – EAP and wellness	Mental Health and Well-being launch(s) per PD event (school-based kit included – video)	Main stakeholders, wellness provider, chair of wellness committee, principals				
			New Wellness Committee	Cross-section of representatives involved on a rotational meeting schedule (micro, school level)	Reps per region/school territory – agendas, minutes provided on dashboard site				
			New Staff orientations	Mental Health and Well-being strategy communicated at each new employee orientation	Internal presenter (show video from launch), Board office wellness champion				
			Wellness Dashboard with resources, materials, content for staff	One communication hub with all resources, materials, content	IT, vendor, main stakeholders for wellness strategy				
			Wellness committee toolkits creation (5-10 mins tips, PD day tips, school tips/strategies)	Tabs/hub for wellness champions access (ties to healthy scorecard) to include resources	IT, vendor, main stakeholders for wellness strategy, wellness champions access				
Building/Maintaining a Productive Workforce	Maintaining healthy, productive, less stressed employees	<p>Initiatives to Engage Employees</p> <p>To engage employees by offering a variety of touchpoints.</p> <p>Main components:</p> <ul style="list-style-type: none"> -Emotional -Physical -Occupational -Financial 	National Psychological Standard OR Excellence Canada	Comprehensive strategy to be supported by chosen Framework with objective of achieving in 4 years	Mental health specialist (staffed by vendor)				
			<ul style="list-style-type: none"> Virtual Mental Health Group Sessions (peer-to-peer) Virtual Mental Health Coaching (individual) Leadership Training – board, principals and teachers 	Quarterly virtual group sessions, Virtual support by staff					
			Health Coaching	Virtual and/or onsite support by staff	Health coach (staffed by vendor)				
			3-4 Health campaigns per year (E-campaign, poster combination, virtual webinar with recording, family wellness)	Foundational components for information sharing for staff – focused health campaigns; calendar generated with outline of strategy, visual cues (posters) sent to all schools and centres Newsletters, posters, Family Wellness Webinar Series, Kids' Wellness Bursary Program	Content provided by vendor; IT to load on dashboard; resources provided				
Integration of Initiatives to support Mental and Physical Health of our	Offer a comprehensive wellness strategy to our employees to support their mental health		Health fairs – theme-based	Quarterly events – biometrics, heart checks, financial planning (Financial Health Fairs), Resiliency, Classroom-based, workshops, lunch n' learns – School Level	Optional – internal or organized by vendor				

OFFER ANNOUNCEMENT

WELLNESS WORKSHOP Mental Wellness/Emotional Health

- ✓ up to 60 mins
- ✓ communication plan included
- ✓ Recording included

wellnessworkshop@ewsnetwork



Stress Less

We can't always control outside factors, but we can control how we react and deal with them. Learn how to better understand and manage stress with practical exercises and techniques applicable to work and life.



Building Mental Strength

Mental strength isn't about toughness. It's about cultivating healthy thoughts and resilience. Learn practical strategies to manage emotions, embrace positivity, and prioritize relationships effectively.



Creating Joy Amidst the Chaos

Cultivating happiness and joy isn't always easy. Learn how to prioritize self-care, effectively manage energy levels, streamline priorities, and cultivate a resilient mindset.



Wealthy From Within

Investing in yourself is an essential part of your mental wellness. Learn practical strategies for managing stress, building positivity, and balancing replacing draining habits with healthy ones.

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 3: RECAP

- Recording of this Session; Slidedeck
- Connecting the Dots – article
- Communications – e-book
- Strategic Affiliate Memory Jogger
- Multi-Component Worksheet
- Strategic Plan Template

Meaghan Jansen, MSc.

meaghan@ewsnetwork.com

MEMBER PORTAL ACCESS

CHECK EMAIL

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

