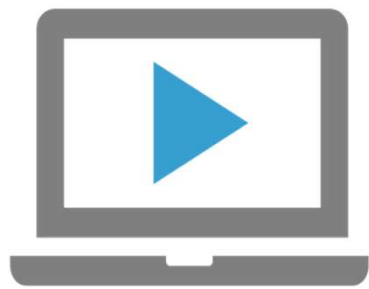


**WELCOME! This session will be begin at 11am EST**



# **WORKPLACE WELLNESS CHAMPION SERIES**

***A ROADMAP TO ENGAGING EMPLOYEES***

Powered by:





**WORKPLACE WELLNESS**  
**MEMBERSHIP**



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 a webinar session (at least 45 mins)*
- *Receive an individualized HRPA CPD code following completion that webinar*
- *Up to 4 CPD hours available*



# 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

**2,014** 



**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**

**Please see email from us with link!**



# INTERACTIVE POLL

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*\*use browser\**

# 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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# 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 Reid<sup>3</sup> 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 Nanos<sup>2</sup> 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.

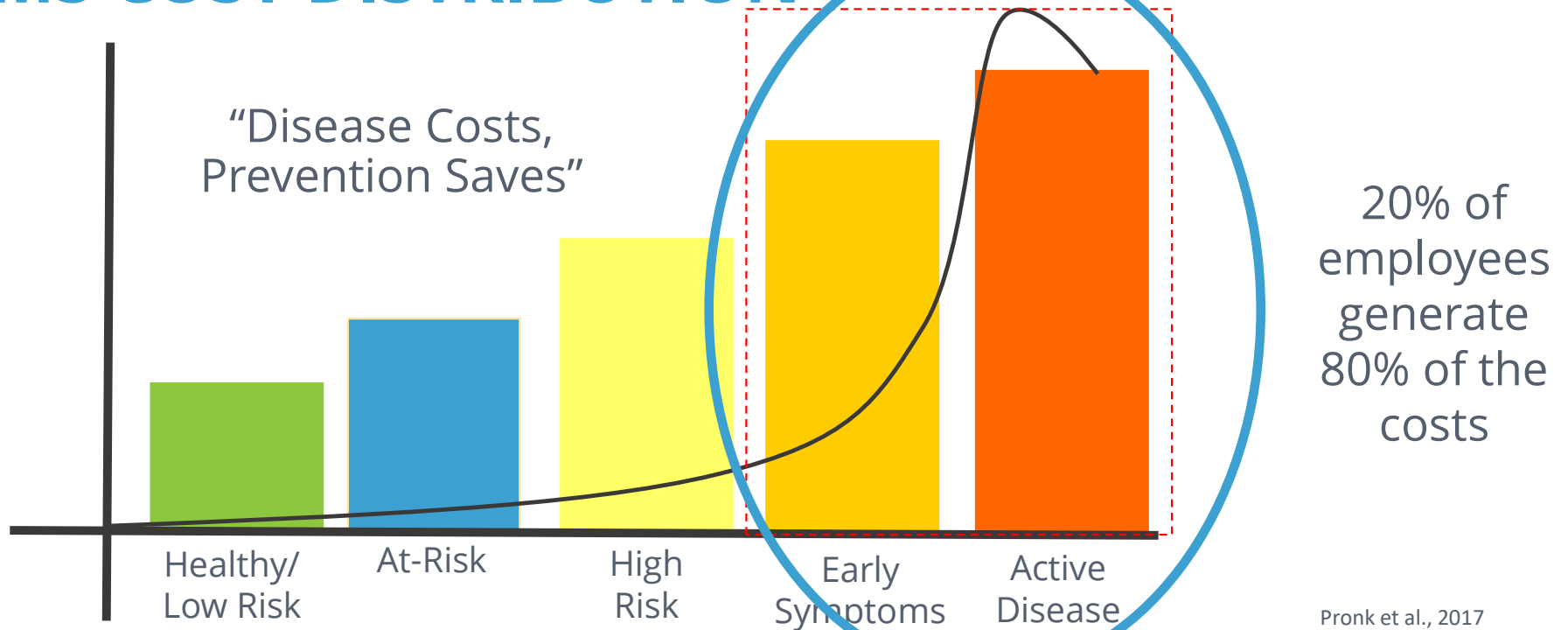
The economic burden of mental illness in Canada is estimated at **\$51 billion** per year. This includes health care costs, lost productivity, and reductions in health-related quality of life.

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.

Copyright 2002 by Randy Glasbergen. www.glasbergen.com



**“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

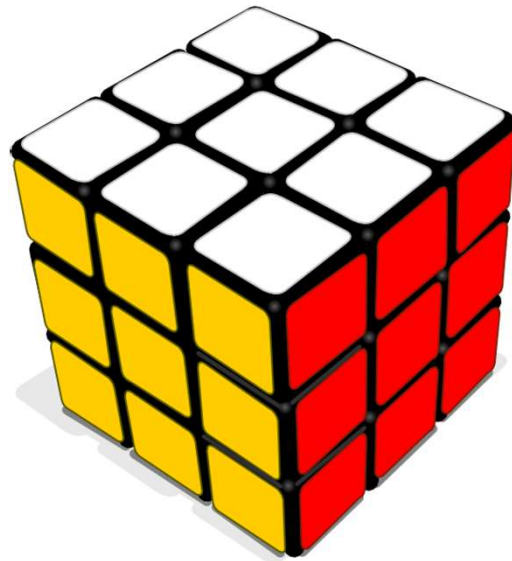
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**What have you tried (EAP, newsletters, challenges, exercise classes, workshops?)**





# TOP 5 SUCCESS CRITERIA



- ✓ Organizational Leadership Support
- ✓ Supportive Workplace Environment
- ✓ Health Promotion Integration
- ✓ Comprehensive Program Design
- ✓ Data Collection for Evaluation

**“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

- What are the organizational goals? Do they align with your program goals?
- How can you integrate all health promotion programs you have?
- Is there room for policy creation supporting employee health and well-being?
- How might you expand your “touch points” for inclusion?
- What ways might your wellness program be “part” of your culture at work? (name it, give it an identity)

# 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

**Please see email from us!**

## MODULE 2:

### *Creating a Healthy Culture*

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

