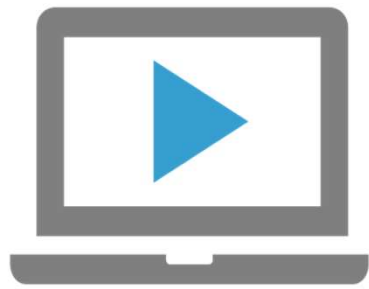


**WELCOME! This session will begin at 11am EST**



**WORKPLACE WELLNESS**  
**CHAMPION SERIES**

***A ROADMAP TO ENGAGING EMPLOYEES***

Powered by:



# Member Portal Access (~24-48 hrs)

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

**\*Constant Contact**

[ewsnetwork.com/wwcs-hub-tbdhu](https://ewsnetwork.com/wwcs-hub-tbdhu)





## 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 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

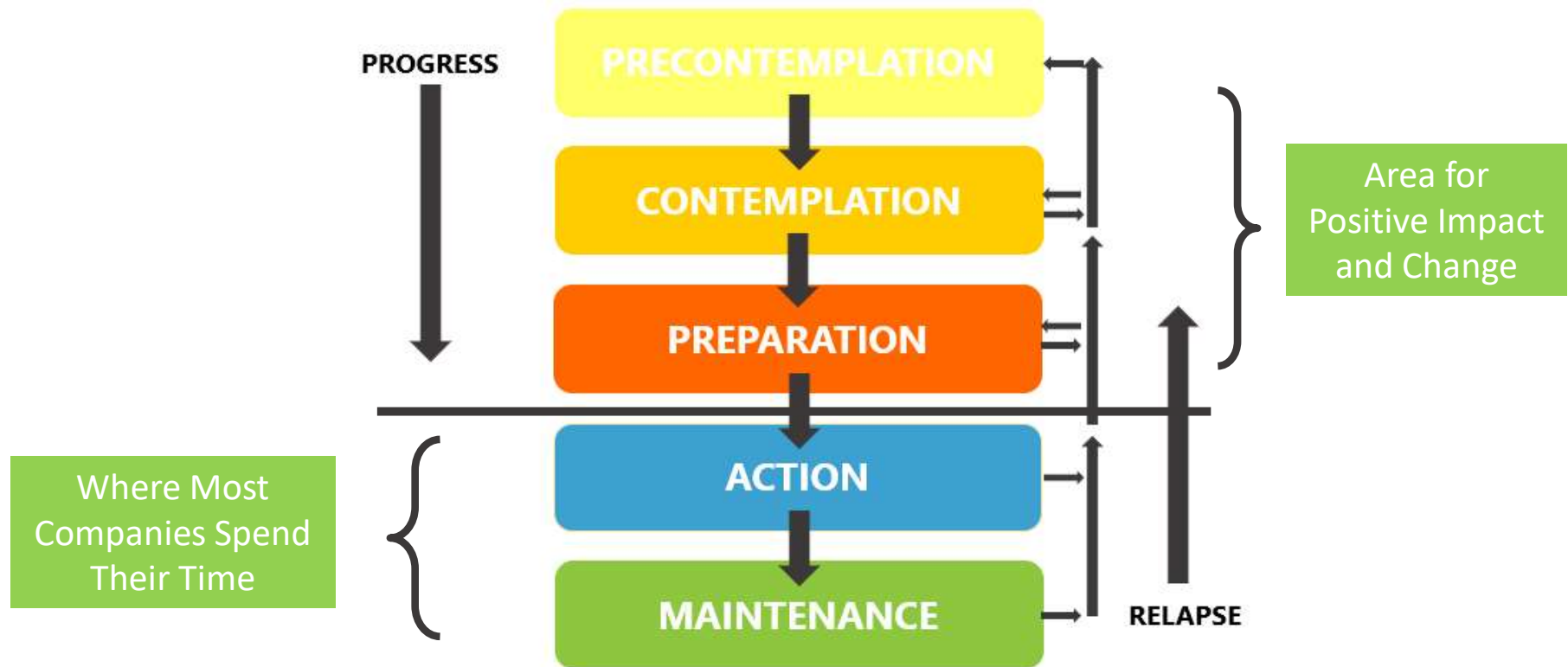
- Successful keys to implementation
- Not the ABCs but the CVIs
  - Communication
  - Visibility
  - Integration
- Creating program depth
- Building the strategy

## MODULE 4

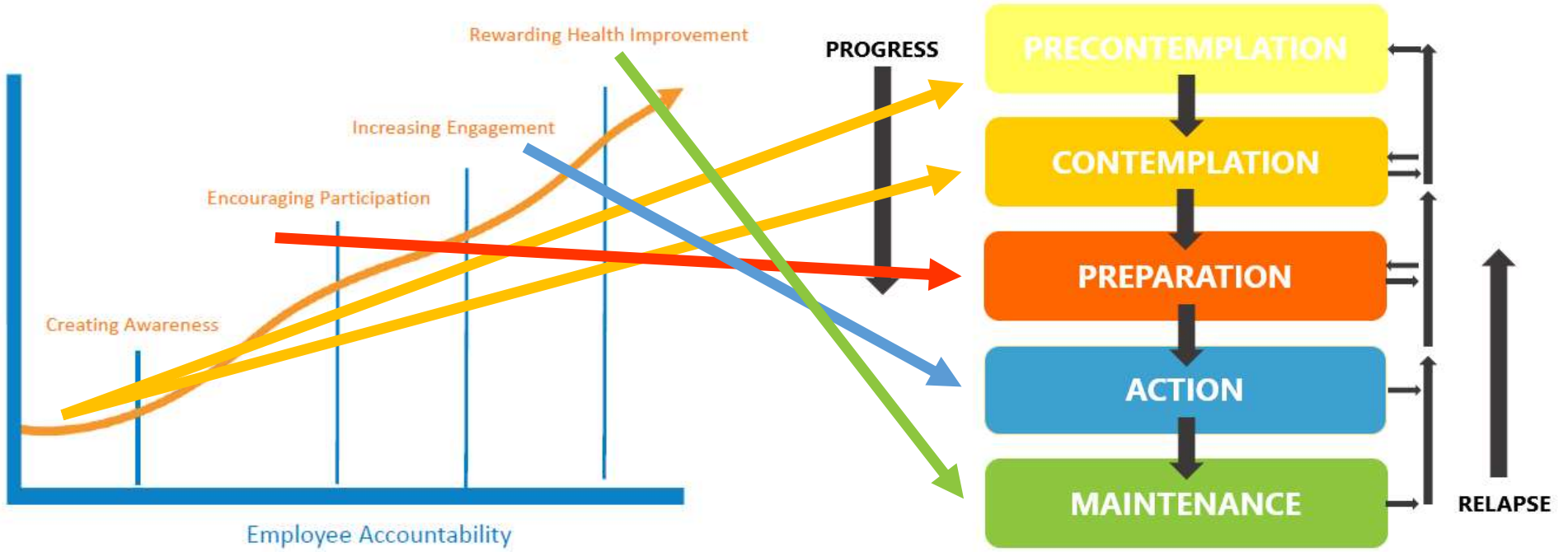
Evaluating Your Wellness  
Program

- 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?**



- 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***



**Guiding Light Eating Initiative**

GREEN - GO!				YELLOW - WOAH!			
	Count	%	Target		Count	%	Target
Calories	158	20%	790	Calories	100-450	200-250	175-225
Total Fat	1.00g	<10%	10g	Total Fat	25-45%	11-45%	25-45%
Saturated Fat	1.00g	<10%	10g	Saturated Fat	<25%	<10%	<10%
Sodium	100	<10%	100	Sodium	100-400	100-150	400-600
Added Sugar	0	0%	0	Added Sugar	0	0	1-10%

# 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?***



- 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....*

Finger Stick      Blood Pressure      Height/Weight/Waist Circumference      Teachable Moment with Health Coach



## Using Engagement Action



**SELF** care  
**CHALLENGE**



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



Improvement  
Maintenance



## Strategic Affiliate Memory Jogger

Name, Company Name, Email/Contact

Acupuncture	
Acupressure	
Allergies	
Aromatherapy	
Art Therapy	
Asthma	
Back Health	
Brain Training	
Cancer Society	
Chiropractor	
Diabetes Association	
Fitness Equipment	
Fitness Facilities	
Fitness Instructors	
Gait Specialist	
Healing Touch Therapist	
Hearing	
Heart and Stroke Foundation	
Herbal Specialist	
Holistic Nutrition	
Homeopathy	
Hydrotherapy	
Ionic Footbaths/Detox	



Onsite



Digital



Telephonic





# Wellness Program Communications

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

**WebMD**  
health services

EMPLOYEE WELLNESS  
SOLUTIONS NETWORK



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**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 PWP	NEW Virtual Online Profile, Wellness Tracking, Calendar of Events					
Exercise Class/Series					Walking routes/groups; site specific Yoga/morning stretching	June
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				DVE	
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			Report

**INTEGRATED PLAN**



# 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			

EXAMPLE Multi-Year Strategic 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><b>Leadership Support and Effective Communication</b></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, Unions				
			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><b>Initiatives to Engage Employees</b></p> <p>To engage employees by offering a variety of touchpoints.</p> <p>Main components:</p> <ul style="list-style-type: none"> <li>-Emotional</li> <li>-Physical</li> <li>-Occupational</li> <li>-Financial</li> </ul>	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"> <li>Virtual Mental Health Group Sessions (peer-to-peer)</li> <li>Virtual Mental Health Coaching (individual)</li> <li>Leadership Training – board, principals and teachers</li> </ul>	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				



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



**WORKPLACE WELLNESS**  
**Professional Series**  
YouTube - @EWSNetwork



[TBDHU.com/workplaces](http://TBDHU.com/workplaces)



**Collaboration, Consistency,  
Culture – Best Practices that  
Matter**

By Beer Group | October 2nd, 2024 | Uncategorized |





## MODULE 3: RECAP

- Recording of this Session; Slidedeck
- Connecting the Dots – article
- Communications – e-book
- Strategic Affiliate Memory Jogger
- Multi-Component Worksheet
- Strategic Plan Templates (3 and 4 year)

**Meaghan Jansen, MSc.**

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## MEMBER PORTAL ACCESS

[ewsnetwork.com/wwcs-hub-tbdhu](http://ewsnetwork.com/wwcs-hub-tbdhu)

## MODULE 4: *Evaluating Your Wellness Program*

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

