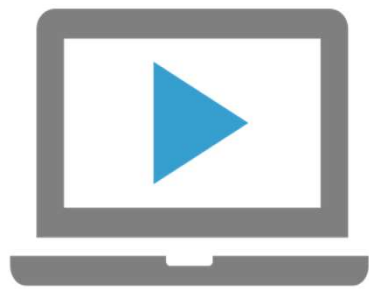


WELCOME! This session will begin at 11am EST



WORKPLACE WELLNESS
CHAMPION SERIES

A ROADMAP TO ENGAGING EMPLOYEES

Powered by:



Free Workplace Wellness Resources

Workplace Wellness Toolkit



Support with workplace Assessments

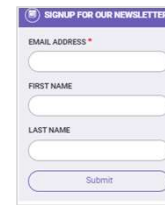


Employee interest survey



Workplace Scorecard

Wellness@ Work Ebulletin




TBDHU.com/workplaces



Free Mental Health Resources


Mental
Wellness @
Work Toolkit

A thumbnail image of a brochure titled "Mental Wellness @ Work Toolkit". It features a yellow header with the text "Lead positive change at work because health minds matter!" and a blue header with "Key Resources". The content includes sections for "Healthy Mindful Matters", "WHAT IS SUPERIOR MENTAL WELLNESS @ WORK?", "WHO WE ARE", "WHAT WE DO", and "CONTACT US".

Bulletin
Board Kits

A thumbnail image of a bulletin board kit. The board is decorated with a green "Keep Stress in Check" sign, a red apple, a globe, and a checklist titled "Mental Health". The kit includes a clipboard and a pen.

Help
Cards

A thumbnail image of a help card. It is a white card with the "SUPERIOR Mental Wellness @ WORK" logo and a blue background at the bottom with the text "FOR INFORMATION CONTACT US AT 800-855-4444 OR VISIT SUPERIORMENTALWELLNESS@WORK.COM".

Photovoice
Exhibit

A thumbnail image of a photovoice exhibit. It features a collage of photos including a person working, a stack of stones, and a person in a hard hat. The text "get real" is written in a red circle, and "Mental health in the workplace matters" is written below it. The "PHOTOVOICES" logo is also present.

SuperiorMentalWellnessAtWork.com





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



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



COUNTLESS MEANINGFUL
RELATIONSHIPS



Member Portal Access (~24 hrs)

ewsnetwork.com/wwcs-hub-tbdhu

Webinar Recordings
Webinar Resources, Content, Materials
Webinar Slides

***Constant Contact (check junk/spam)**





INTERACTIVE POLL

Pollev.com/home

User: employeewell194

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

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



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 support a healthy culture

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



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

Defining Workplace Wellness
and Setting Objectives

- Establishing value – What to measure and how to report
- ROI vs VOI
- 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 4

Evaluating Your Wellness Program

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

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 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

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

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

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

PREVENTION IS THE CURE

Mental Health in Canada

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.”

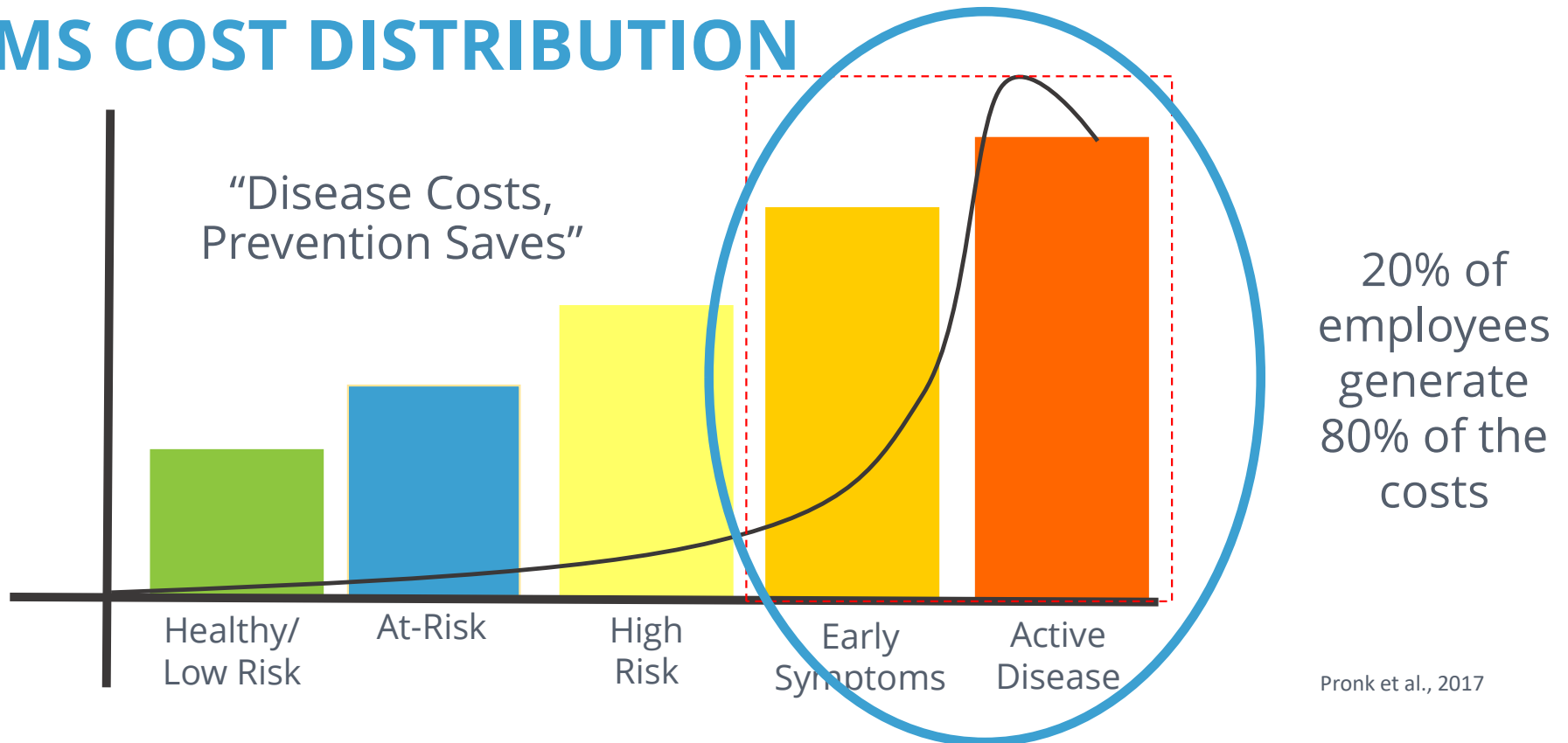
In any given week, at least **500,000 Canadians** are unable to work due to mental health problems.

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?

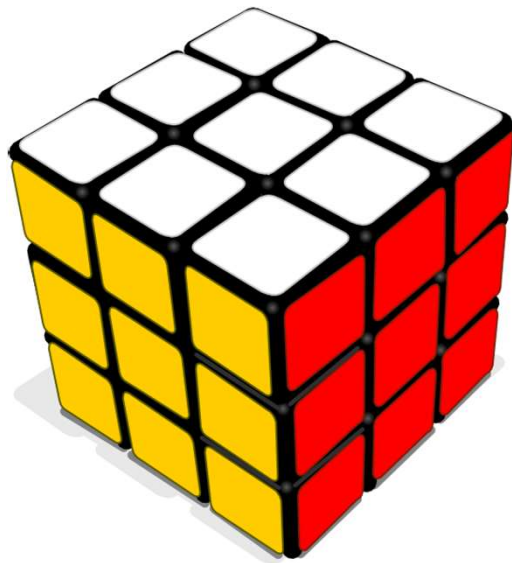


INTERACTIVE POLL

Pollev.com/home
User: employeewell194

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)

Canada's



he  **lthyworkplace** month

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



WORKPLACE WELLNESS
Professional Series
YouTube - @EWSNetwork



Collaboration, Consistency,
Culture – Best Practices that
Matter

By Beer Group | October 2nd, 2024 | Uncategorized | 0 Comments



MODULE 1: RECAP

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

Meaghan Jansen, MSc.
meaghan@ewsnetwork.com

MEMBER PORTAL ACCESS

To Be Emailed

MODULE 2:

Creating a Healthy Culture

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

