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Objectives

- Explore the **essential elements** of a comprehensive employee wellness program that addresses the varying needs of an organization's workforce
- Discuss **ways to engage** your leadership team and staff to encourage an organization-wide culture of wellness
- Hear how two successful organizations engaged staff to develop healthy habits and **keep employees motivated** and engaged



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Why Wellness?

Process through which people **make choices** towards a more successful existence

Participants **build feelings** of security, safety, confidence, and self-esteem

Allow participants to continue to **participate in activities** that enhance their quality of life



MAKE
CHOICES



BUILD
FEELINGS



PARTICIPATE
IN ACTIVITIES

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Why Workplace Wellness?

Worksite Wellness Programs can improve employee health, increase productivity and yield a significant return on investment for the employer

Wellness Programs increase employee morale and rapport with residents

The availability of a Wellness Program as an employee benefit may make it easier to recruit and retain staff members





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Workplace Wellness Statistics

value of \$1.49 to \$4.91 ROI

productivity increased by 52%


32% reduction sick leave


up to 55% savings in health costs

\$40 billion saved by Bellin

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Seven Dimensions of Wellness





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Workplace Wellness Advantage



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Linking Wellness to the Quadruple Aim

BETTER Care

- Health navigators and education on disease prevention


SMARTER Spending

- Companies spending 25% less on healthcare costs
- Realized value of \$1.49 to \$4.91 in benefits for every dollar spent on the program

HEALTHIER People and Communities

- Increased productivity (52%)
- Reduced sick leave (32%)
- Improved metrics (i.e., BP, weight, smoking, etc.)

WELL-BEING of the Healthcare Team




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Occupational Wellness

Standing Back Bend



Keep your legs at shoulder width and put your hands on your lower back. Next, lean back bending at the lower back. Go as far backwards as you feel controlled. This is called a "standing backbend" and will relieve stress in the lower back. Hold this stretch for 30 seconds. A human's lower back tends to get tight due to leaning forward in a "hunch" position, giving you tight hip flexors and tight hamstrings.

Doorway Lat Stretch



Hold on to a doorway with one arm with slightly bent knees. Then, with the arm that is holding on to the doorway turn your torso away. Almost as if you are pulling into the opposite direction to get a deep contraction. If a doorway is unavailable, hold onto anything that will give resistant support to hold the stretch. Hold the stretch for 30 seconds. Your "huh" can get tight due to excessive sitting, keeping poor posture by having rounded shoulders, and excessively using your shoulders by engaging the rotator cuff.

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Snack Healthier at Work



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Healthy Recipes and Facility Cookbook



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Replacing the Doughnuts!

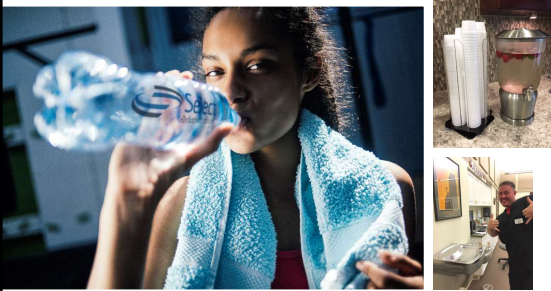



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Hydration Stations



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Opportunities for Meditation



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Physical Wellness



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Physical Wellness



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Intellectual Wellness



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Spiritual Wellness



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Creativity is Key to Innovation

Walking For:

- Meditation
- Book club
- Bible study
- Meetings
- For weight loss
- With brain games
- Scavenger hunt
- Bird watching
- For a cause (e.g., diabetes)

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Beyond Your 4 Walls

Community wellness partners bridge the gap of health disparities by educating the community on health/wellness issues

- YMCA
- Schools
- Churches
- Local government
- Community groups
- Youth and/or charity organizations
- Small business
- Health clubs/gyms
- Walk-in clinics for health/wellness screening

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Workplace Wellness Advantage

- ✓ Physical
- ✓ Nutritional
- ✓ Stress Management

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Challenges to Wellness Programs

The **Leadership** team does not understand the benefits of wellness programs

Outcomes and satisfaction are difficult to measure

Wellness **Programs** may not be contained in an organization's strategic plan

Program **Sustainability** in the face of change



 **Select** REHABILITATION

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Employee Feedback



"I never felt comfortable using my Gold's gym membership. But I love playing yard games with my co-workers. It's a fun way to break up the day."

"These programs always want us to lose weight. That's not my problem. I was happy to have ideas for stress management."

"The healthy cooking classes helped me see that healthy eating doesn't have to be hard."

"I'm drinking so much water now because it's always in sight."

"The stretches have helped. My back doesn't hurt as much at night."

"There were things I could do while at work. And I work night shift."

"It worked for ME."

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LIFE by Select Rehabilitation

Living Well,
Involved,
Fulfilled and
Energized



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