





Wellness Program Startup and Sustainability



Healthy Workplace Culture

- How does workplace culture form?
 - Formal policy
 - Informal practice
 - Organization history
 - Leadership
 - Role of employees



How does culture form in your workplace?

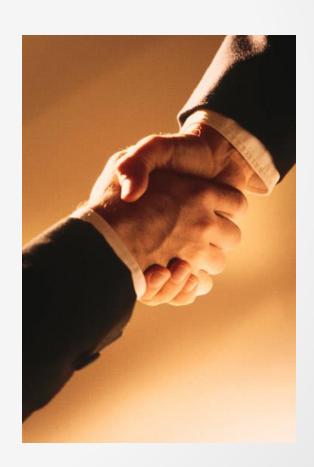


Sustainable Wellness Programs



Leadership support

- Leaders can support worksite wellness initiatives by:
 - Understanding link between a productive and a healthy workforce
 - Being a visible champion
 - Communicating clearly and regularly
 - Fostering more management support
 - Support by providing resources, sponsorship
 - Provide decision making power



Take Time to Foster Leadership Support

- Ask a senior leader to serve on the committee
- Send wellness team meeting minutes to all managers
- Send pertinent workplace wellness articles to help educate leaders
- Ask a leader to show visible support by:
 - writing a letter to employees
 - Address employees at a kickoff event
 - Lead a walk on a new walking route





Mission and Branding

Create a program mission statement:

- Connect your wellness mission to your organization's vision or mission:
- Convey a story or positive message
- Principles, passion, and promise of the wellness initiative

Create a program brand:

- A logo identifies the program to employees
- Determine what attributes you want attached to the wellness program: fun, safe, interesting, helpful or ???
- Over time, people connect those attributes with the logo and look forward to the information or event

Communications

- Critical to awareness of wellness program
- Communications planning is key
- Many modes: Leadership letters, e-mails, Intranet, team meeting/manager oneone-one announcements, etc.



Wellness Team

Why a Wellness Team?

- Reduces coordinator burnout
- Fosters idea sharing
- Program viability
- Represent all levels/areas of staff
- Bridges line between staff and leadership
- Team can communicate with and act as role models for other employees





Who should be on Your wellness Committee



- All units or divisions represented
- Male/female ratio reflects the organization
- Union/non union
- Ethnic backgrounds represented
- Both manager and front line
- Key Roles: HR, Safety, training

A High Performing Team

Team members:

- Are formally appointed
- Has wellness written into job descriptions

SP a CC SAINT PAUL AREA CHAMBER OF COMMERCE





The wellness team:

- Sets goals, has a plan, and evaluates activities
- Meets regularly with formal agenda and takes minutes
- Communicates regularly to employees
- Participates in continuous learning about wellness
- Rotates membership
- Has a name, recognition, and is recognized for its work

Next Steps

<Employers begins to think about next steps for foundational practices.</p>

Employers complete receive assignment for OA and deadline to complete

note next meeting date/time/location>







Thank you!

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