



# 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

A group of business professionals in an office setting. In the foreground, a woman in a green shirt is pointing at a laptop on a dark wooden table. Behind her, a man in a blue striped shirt looks on. In the background, another man in a blue shirt is smiling, and a whiteboard with a diagram is visible. To the right, another man in a blue shirt is looking at a laptop. A woman's hand holding a pen is visible near a notebook on the table. A semi-transparent blue rectangle is overlaid in the center, containing the text.

# Priority #1 Leadership Support

# 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



A close-up photograph of a person wearing a dark blue work jacket with a grey collar and a yellow hard hat tucked under their arm. The background is a blurred outdoor setting with warm lighting.

2

**Mission  
Branding  
Communication**

# 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 one-one-one announcements, etc.



3

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





Number of committee members

Small Business  
5-7

Large Business  
8-14

# 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

## 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.

Employers complete receive assignment for OA and deadline to complete

note next meeting date/time/location>



# Thank you!

**Firstname Lastname**

*firstname.lastname@state.mn.us*

555-555-5555