



HOW TO IMPLEMENT AN EFFECTIVE WORKPLACE WELLNESS PROGRAM INTO YOUR ORGANISATION

Why many workplace wellness programs don't work and what you can do to avoid the mistakes that most organisations make

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WHAT'S WRONG WITH MOST WORKPLACE WELLNESS PROGRAMS?

Traditional workplace wellness programs where employee's health club memberships are paid for, nutritional information is given and having a person they can talk to if needed is no longer sufficient in today's corporate landscape and does not constitute a workplace wellness program.

People love to engage in programs where they feel heard, understood and their needs are being met.

It's important that HR Professionals and Management, role model healthy habits and introduce new and inventive ways to keep their workplace well with healthy, happy, productive and engaged people.





WHAT ELSE GOES WRONG?

- No engagement or priority from Management
 - Team members aren't included in the concept and introduction of the program
 - Lack of motivation from team members as the program has a singular focus that doesn't meet their needs
 - Low priority given from management and staff
 - Ineffective strategy or no strategy in place
 - Ineffective tracking systems
 - Lack of evaluation and improvement systems
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1.

IT ALL STARTS AT THE TOP

For a workplace wellness program to succeed it needs to be supported by all members of senior and middle management of the organisation. Managers who lead by example and are demonstrating support for the program will influence the culture and attitude for the rest of the organisation and will inspire them to make healthier choices in their own lifestyles.

Establishing a dedicated wellness advocate to coordinate at the regular employee level is recommended so they can promote and champion healthy habits.





2.

INTRODUCE THE CONCEPT AND ADDRESS THE NEEDS

For a workplace wellness program to be successful it's imperative that you know exactly where each employee needs help for them to be engaged in the program.

Understanding your employees needs and making the program relevant to your organisation will help in determining the priorities of the program. This, in turn will ensure that the program implemented will align with your goals while addressing the needs of your team. This information provides a wonderful insight to your workplace while providing a base line to measure the success of the program.

Depending on the size of your organisation there are many approaches to find out yours and your people's needs. These range from facilitated focus discussions to health and wellbeing surveys.

You may be surprised to learn that some members of your team will place a higher priority on stress management or how to prioritise tasks rather than nutrition or fitness.



3.

BUILD MOTIVATION AND MOMENTUM

Remember fitness classes, gym memberships, nutritional advice and someone to talk to are no longer sufficient. Especially if your workplace isn't motivated to go because they feel other areas of their wellbeing have a higher priority.

Promote the program to all employees to give it the best possible chance of success. This is best done in the concept and development stages right through to the launch of the program.

Rebecca Hannan offers bespoke workplace wellness programs that are tailored to the needs of the organisation and its people. While providing each person a sense of autonomy, inclusion, belonging and strategies to create sustainable healthy habits.

For more ideas on how to promote your program you can reach Rebecca on the details below:



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CLARITY, COMMUNICATION, CONFIDENCE

To ensure your workplace wellness program is effective and sustainable it's important its communicated to your employees and they understand the benefits of the program both for them and the organisation and be assured their needs will be addressed.

There needs to be clearly defined goals and objectives with actionable steps towards the goals that can be measured and adjusted along the way if need be.

By having this in place from the onset demonstrates that your organisation genuinely cares about the wellbeing of its people and culture and that you' re invested in them. It gives them confidence and helps them to be engaged in the program.





5.

CREATING A CULTURE OF HEALTH

Workplace wellness programs need to be weaved into the fabric of your corporate culture to be sustainable.

Some simple strategies to implement include:

Healthy morning teas

Walk and talk meetings

Lunch and learn sessions

Reminders to move and stretch

Power hour – employees are encouraged to turn off email notifications, hold calls and dedicate one uninterrupted hour to a given task

3 -5 minutes of quiet meditation prior to a meeting

Implementing just some of these will help your employees feel more valued.



6. EDUCATE, EVALUATE, EMPOWER

Many workplace wellness programs don't provide a meaningful evaluation of the program that educates and empowers their people. When choosing a workplace wellness program be sure you are provided with an evaluation processes along with a comprehensive report of the program.

To link back to communication, the outcomes of the program need to be provided to the employees. This educates on the progress made, empowers them and builds momentum within the organisation.

It provides you with valuable information on your employee's health and enables you to implement policies to ensure your return on investment continues.



THE FOUR PILLARS OF A SUCCESSFUL WORKPLACE WELLNESS PROGRAM

Bespoke Programs

Each person within your organisation is unique and so is your workplace. To ensure maximum participation and engagement of the program we recommend avoiding the cookie cutter, one size fits all approach towards your workplace wellness program. Work with an expert who can create a customised and specific program that is tailored to your organisation and people's individual needs.

Integrated Health & Wellness

When the health and wellbeing of your workplace improves, everyone benefits. Introduce programs that encourage social interaction combined with trackers to accommodate individual needs and gamification to make it enjoyable and motivating.





THE FOUR PILLARS OF A SUCCESSFUL WORKPLACE WELLNESS PROGRAM

Wealth of Wellness

Educating your people on the eight forms of wellness that make up wellness wealth is vital to include in your workplace wellness program. By working through the eight types of wealth, the wheels of your workplace can turn smoothly for you all to enjoy the ride. Financial health is covered in this pillar as employees who experience financial stress often find that these stressors seep into aspects of their work and life.

Robust and Resilient

Building a robust and resilient team is vital to help them through the everchanging landscape of the workplace. Many workplace wellness programs overlook the mental wellbeing of their team in their quest for performance and physical excellence.

A well-planned program that is developed around what your people tell you they need helps to boost team morale and creates a robust and resilient team spirit that is happier and more productive.



SNAPSHOT OF THE AUSTRALIAN WORKPLACE

57% aren't working at peak performance

50% have experienced serious incidences of conflict or other negative impacts at work

49% of workers are likely to look for a new position

44% feel a high amount of stress at work sometimes

56% are not sufficiently physically active

68% aren't getting 8 hours sleep every night

63% are overweight or obese

96% don't eat the recommended amount of vegetables

50% are eating too much sugar

Sources

2016 snapshot of the Australian Workplace - Dr Lindsay McMillan OAM

Sleep foundation 2016, CDC, 2016

Global Organisation for stress, 2017, Gallup, 2015

ABS 2016 f: table S1.4.16



THE IMPACT OF DISENGAGED EMPLOYEES VS ENGAGED EMPLOYEES

Disengaged Employees:

- Are more likely to leave an organisation
- Have a negative impact on workplace moral
- Experience high levels of stress
- Have high absenteeism rates due to stress related illness
- Low productivity and poor performance
- High costs associated with presenteeism and rehiring

Engaged Employees

- Less likely to leave an organisation
- Have a positive impact of workplace moral
- Feel low levels of stress
- Low absenteeism rates
- Produce high quality work and performance
- Feel more positive and inspired about their careers
- Feel valued and respected in their position and amongst peers
- Workplaces with engaged employees outperform their competitors



WHAT'S WORKPLACE STRESS COSTING YOUR ORGANISATION?

3.2 days are lost per year due to stress related absenteeism

Presenteeism cost is 10 x the cost of absenteeism

It can cost between 50% - 150% of annual salary to replace an employee due to burnout



ESSENTIAL ELEMENTS TO ENSURE YOUR WORKPLACE WELLNESS PROGRAM IS A SUCCESS

There's strong evidence to support the most effective workplace wellness programs have several key elements that include:

Support, participation and commitment with management within the organisation

Seeking support and nurturing engagement with employees

Appointing program leaders or advocates

Making the program inclusive and accessible to all members of the team regardless of their current health

Inclusive and sustainable activities that address the needs of team members social interests, lifestyle behaviours and workplace environment

Quality resources that cover a range of topics

Inclusive evaluation and improvement of the program



HOW A WORKPLACE WELLNESS PROGRAM WILL BENEFIT YOUR ORGANISATION

- Increased performance and productivity
 - Create a healthy workplace culture
 - Improve team dynamics, relationships and communications
 - Reduce workplace stress
 - Increase and improve mental resilience
 - Maximise staff retention
 - Attract and retain quality staff to your organisation
 - Minimise absenteeism and presenteeism
 - Reduced workers compensation claims
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READY TO WALK STEADILY AND
CONFIDENTLY ALONG THE
WORKPLACE WELLNESS WALL

Or

Have any questions on how to implement a
workplace wellness program into your
organisation

Get in touch with Rebecca Hannan
The Momentum Maker

