



Engaging Management and Wellness Teams in the Creation of Supportive Environments

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Culture and Leadership Findings

- Of 303 organizations studied, just 25% reported that their senior leadership and culture were “very supportive” of their employee health management strategy
- 66% of organizations with strong leadership and cultural support reported improvements in health behavior, compared with only 26% of organizations with little or no support
- 50% of organizations with strong leadership and cultural support reported a net positive impact on medical trend, versus only 14% of organizations with little or no support

See www.the-hero.org for further information
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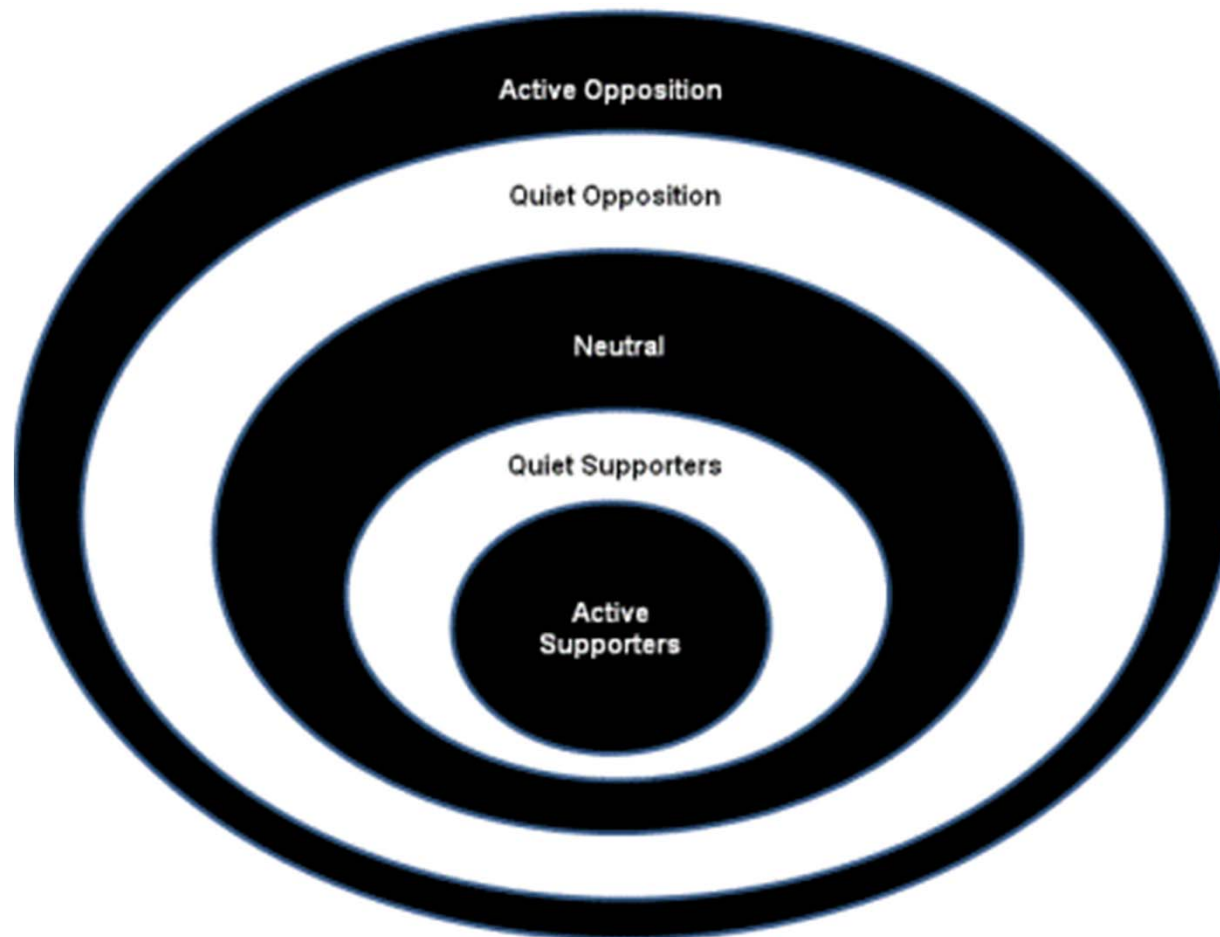


Who Should Lead?





Attitudes Toward Wellness





Share a Vision for Wellness

Share Your
Wellness
Vision

Explain:

- What is wellness (A multi-dimensional “whole person” approach)?
- Why is it important (What makes this a win-win for the employees and the organization)?
- What resources are available and how are they accessed?



Become a Wellness Role Model

Serve as a
Wellness
Role Model

- Make your healthy behavior more visible
- Lower the visibility of unhealthy practices
- Tell about your personal wellness goals
- Participate in the wellness initiative



Remove Barriers and Make Wellness Easier

Align
Programs
& Policies

- Make the physical environment more conducive to wellness
- Adjust schedules so that people can incorporate time for wellness activities
- Provide current information about wellness resources
- Adjust traditions and social activities so they better support wellness



Reward and Recognize Wellness

Celebrate
Success

- Track aggregate progress in achieving wellness goals
- Set group goals and encourage group wellness challenges
- With consent, honor peoples' achievements
- Choose rewards that carry a wellness message.



Use a Systematic Approach

Implement a Wellness Plan

- Incorporate wellness into the strategic plan
- Develop an annual wellness focus (such as addressing a strategically important wellness issue)
- Adopt a step-by-step framework
 1. Conduct analysis, set goals, and designate leaders
 2. Introduce the change at all levels
 3. Align policies, resources and programs
 4. Evaluate progress, celebrate success and address identified barriers



Have Fun with Wellness

- Use healthy activities to build your team
- Adjust wellness activities so that they are social, engaging and fun.
- Invite family, friends and housemates to healthy activities

Use Wellness to
Enhance Morale



Wellness Leadership Opportunities

