

2019 WORKSITE WELLNESS AWARDS & CONFERENCE

Living and Working Healthfully in a World of Distractions



Comprehensive Worksite Wellness: Integrating health, safety and well-being

Rebecca Schubert

Total Worker Health™ is a holistic approach to worker well-being which integrates workplace interventions that protect safety and health with activities that advance the overall well-being of workers. There is significant research to support the integration of well-being with risk management. Lifestyle behaviors including nutrition, physical activity, sleep and stress all play a role in well-being and safety. At Norwich University, we have been working toward integrating our traditional employee well-being program with our efforts at risk management and workplace safety and while these efforts are new, preliminary feedback is promising. This breakout session will include information about the Total Worker Health™ model, and will provide examples of TWH initiatives in action at Norwich University.

It's All Interconnected: Exploring the relationship between family sleep, employee stress, and work environment

Teresa Stewart

In a world full of commitments and distractions, many are regularly making the decision, either intentionally or as a consequence to other decisions, to sleep less. The Centers for Disease Control and Prevention have declared sleep deprivation a public health epidemic. The quality and duration of sleep an individual gets impact many areas of their health and wellness. In addition to the impact an individual's sleep can have on them, it is important to examine how the sleep of others in a family affect each other. Participants will gain a better understanding of infant, child, adolescent, pregnancy, and adult sleep. In my work, I often say, "sleep is never just about sleep". When someone says, "my child isn't sleeping", or "I am not sleeping", that is just the tip of the iceberg. In this presentation we will explore what is under the iceberg, including sleep biology, the physical environment, stress management, nutrition, fitness and activity, mental and emotional wellbeing. This presentation will help employers and employees alike recognize how optimal sleep of the entire family can benefit employees' health, work productivity, and the company's fiscal success.

Lighting Round! Strategies for a Greener Business

Multiple Speakers

This lighting round will cover a variety of topics on how to support healthy employees through environmentally-friendly initiatives. A panel of experts will share tips and strategies for businesses and employees on becoming a green workplace, and why this is important to a worksite wellness program. Topics will include green cleaning, composting for businesses, and more!

Lighting Round! Innovations in Workplace Wellness

Multiple Speakers

Attend this lighting round to learn from other Vermont workplaces who are seeing success with innovative wellness programs. From financial wellness to health coaching, learn how and why these businesses launched their initiatives and leave with creative ideas for your own workplace.

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Moving the Needle on Chronic Disease Prevention—How can worksites create real change?

Ed DeMott and Bethany Yon

Promoting three major behaviors—healthy eating, physical activity, and smoking cessation - have long been the cornerstones of most traditional wellness programs. However, inconsistent and or low participation rates suggest that many wellness initiatives may lack the finesse and individual appeal required for each employee to realize their own healthier lifestyle. Additionally, worksite wellness efforts can fizzle when policy and environmental change do not accompany wellness programming. This workshop will look at chronic disease prevalence by age, socioeconomic status, emotional health and ability and explore how to achieve and sustain wellness goals. The session will review how to develop policies or guidelines, explore environmental changes and discuss innovative wellness initiatives. Particular attention will be paid to wellness efforts that impact the three main behaviors associated with chronic disease development, especially for populations that are disproportionately affected by chronic disease.

Nutrition for a Focused Mind

Rebecca Flewelling

Employers today are concerned with their employees' health. That's why it's no surprise that employer wellness programs have become incredibly popular during the last few years. Despite all the employees currently engaged with employer wellness programs, there are still a significant number of non-participants—nearly 60%- who remain outside of these programs. This session will address strategies on how nutrition education can create an inclusive and supportive workplace that engages all employees.

Sustainable Wellness Programs for Small Business: A Worker's Compensation company partnership

Martha Gagnon and Mari Ryan

Increasingly, Worker's Compensation companies recognize the impact health risks have on worker's compensation claims and injury prevention. There is a direct relationship between health status and lost time when an injury occurs. This session shows the results of a program provided by a worker's compensation insurance company to their policyholders, with the goal of creating sustainable wellness programs, improving the health of their workforces and impacting worker's compensation claims. Drawing on the data collected from 27 participating employers in three cohorts over a three year period, the presentation will identify areas of skill building employers can address that will directly impact both employee health and quality of life. This includes life skills in areas such as personal financial management, time management, goal setting and sleep quality. Additionally, the impact on participating employer's worker's compensation claims will be examined.

Trivia Quiz Bowl! Vermont Laws for Healthy and Inclusive Workplaces

Alexandra Clauss, Ben Traverse, and Heather Wright

Attendees will divide into teams and compete against each other while learning about employment-related laws and how to use current laws to support a healthy and inclusive workplace. This session will take place in an exciting quiz bowl format led by local employment law experts. Topics covered will include human resources, ADA compliance, requirements for leave, new pregnancy-related accommodations, and more! After each completed round, the presenters will provide detailed explanations of the correct answers and answer follow-up questions from attendees.

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TotalHealth: Creating a resilient workplace through recovery-supportive practices

Gen Habeck and Michelle Mortimer

More than 21 million Americans are struggling with addiction, and 70% of Vermonters with a substance use disorder (SUD) are employed, which has a tremendous impact on our society – and our Vermont workplaces. With so many in recovery, it remains in the best interest of employers create a resilient and healthy workforce. But recovery-friendly culture isn't just good for the health of employees overcoming substance use or with an undiagnosed SUD; many of the same components that support recovery also support resiliency and a healthy lifestyle for everyone. The entire spectrum of wellness and total worker health™ should be based in prevention with wraparound services for all employees. Early intervention counseling and resources, help with family and work/life issues, and critical assessments and referrals to treatment promote a safe and healthy environment for all Vermont workers, including those in active recovery and those at risk for developing a substance use disorder.

Being recovery-supportive is synonymous with drug-free. There's no lowering of safety standards or tolerating drug use in the workplace, which is a common misconception of the term. Rather, we coach managers and wellness leaders on how to approach and connect with the person involved and channel them to appropriate resources and treatment.

Why Wellness Leadership is Essential to Employers of the Future

Marie Frohlich, Liz Dallas, and Paul Toth

This session will launch a discussion on what it takes to become an "Employer of the Future" by recognizing key criteria required to compete for the best employees, with wellness as the foundation of your workplace culture. Participants will gain a better understanding about how an employer can truly sets employees up for success across the benefit universe and keep long-term, happy workers. The session will explore what makes the most difference to employees, including leadership development, meaning in their jobs and making a contribution to community. Case studies will be shared and an assessment tool provided.

Work Well, Feel Well – Mastering the art of focus in a distracted world

Porter Knight

What would it feel like to feel productive and focused throughout the day? Is it even possible to nurture an outlook of calm with technology pervasively at our fingertips in a culture that glamorizes "busy"? Living and working healthfully in a world of distraction is possible, but it requires resolve, attention, and practice. However, we can learn to strengthen our internal capacity to focus as well as manage our devices and work habits to minimize distraction. Join us for this lively and interactive program to learn tangible strategies and actionable steps you can take to work well and feel well. You'll leave with tools you can put in place immediately to improve performance, promote health and feel better each day.