

2018 WORKSITE WELLNESS AWARDS & CONFERENCE

Wellness Essentials for a Thriving Workplace



MORNING SESSIONS

Engaging Management and Wellness Teams in the Creation of Supportive Environments

Judd Allen, Human Resources Institute LLC

Leadership is important to any successful organizational endeavor. This is especially true for a challenge as ambitious and complex as creating a wellness culture. This train-the-trainer presentation is about engaging executives, managers, wellness committee members and other wellness champions in creating wellness cultures. It is about helping leaders to better understand and engage in six primary wellness leadership responsibilities: Sharing the wellness program vision, Serving as effective role models, Aligning cultural touch points, Monitoring and celebrating success, Using Wellness to enhance the social climate, and Developing a strategic wellness plan.

Improving Productivity, Profits, and Opportunity Through an Innovative Co-Generational Workplace

Liz Vogel, Dots Inc.

It's time to rethink our world of work. With five generations in the workplace, a current labor shortage, rapid attrition, and increased disengagement of today's worker, we need effective conversations and creative solutions to engage, challenge, and keep our workforce productive and engaged. We need solutions that leverage the wisdom and experience we have available with the experienced workforce and allow us to collaborate across the generations and codevelop innovative ways to bridge the labor and knowledge gaps to keep our employees, and businesses, strong and competitive in the future.

Advancing Your Employee Wellness Program: Strategies and tools for evaluation (Part 1)

Lindsay Simpson, The Richards Group

As worksites deepen commitment for supporting employee wellbeing, it becomes critical to track value of investment (VOI). Internal evaluation is something that organizations can and should employ to gauge program effectiveness, inform future program design, and advocate for funding. Evaluation methodologies and tools do not have to be as complex as they are sometimes made out to be. During this 2-hour learning session, participants will explore a planning process, including sample evaluation strategies, tools and measures and leave with a plan for action. Participants are welcome to come to Part 1 and not attend Part 2.

Working Recovery – Engaging employers to hire and support our vulnerable workforce in recovery.

Multiple Speakers, Chittenden County Opioid Alliance

In Vermont, there has been a 43% increase over the last 5 years in the number of individuals seeking treatment for opioid substance use disorder. In Chittenden County alone, there were an estimated 1,477 individuals seeking treatment, many of them working full or part-time. The Working Recovery team has engaged in a year-long process in pursuit of fulfilling its mission of engaging and inspiring employers to hire and support individuals in recovery. This workshop will include a presentation of the teams' findings with an opportunity to engage further with the team and resources provided.

Health and Emotional Wellbeing in the Workplace: Behavior Screening and Intervention as an Effective Approach to Wellness

Steve Dickens & Mark Attridge, Invest EAP

BSI is a new evidence-based approach to wellness. We'll cover what this BSI is and how it works. We'll explain how BSI, combined with an Employee Assistance Program (EAP), led to significant improvements in participant's mental and physical health, producing an estimated annual healthcare savings of over \$1,000 per employee and over \$2,000 per employee in workplace performance cost savings from avoided absenteeism and presenteeism. We'll review the results of our two research studies done in collaboration with staff from the University of Wisconsin School of Medicine and Public Health and Dr. Mark Attridge, a leading researcher in the field of wellness. We'll explain why BSI can be a more effective approach to workplace wellness and how it can be implemented.

Successful Program Planning: Meeting Employees at their Level of Readiness

Myra Bergeron, Tracy Gallo, Anna Karnezos, Kim Langlais, Jessica Moore, Blue Cross Blue Shield of Vermont

Do you keep planning programs and no one comes? Feel like you never really hit the mark? Join us to talk about what kind of programming works for your employees in each stage of change. We will provide examples, resources and suggestions for how to take your program to the next level.

The banner features a dark blue background with a yellow sun in the top left, a green tree on the right, a green bicycle in the center, a red heart with a white pulse line, a white clock, a blue water bottle, and a red cup with a yellow straw. The text is in white and yellow.

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AFTERNOON SESSIONS:

Aligning People, Place and Purpose for Meaningful Wellness Interventions

Sara Rauch, WELCOA

Harness the Power of Play

Lizzy Pope, University of Vermont

Marguerite Dibble, Game Theory

In this workshop we'll discuss the principles behind designing a gaming application to promote health behavior change. We'll also demo the game created to facilitate physical activity in teens, and discuss the exciting elements of games that make them a perfect partner for motivating people meet health behavior goals.

Advancing Your Employee Wellness Program: Strategies and tools for evaluation (part 2)

Lindsay Simpson, The Richards Group

As worksites deepen commitment for supporting employee wellbeing, it becomes critical to track value of investment (VOI). Internal evaluation is something that organizations can and should employ to gauge program effectiveness, inform future program design, and advocate for funding. Evaluation methodologies and tools do not have to be as complex as they are sometimes made out to be. During the second part of this 2-hour learning session, participants will explore a planning process, including sample evaluation strategies, tools and measures and leave with a plan for action.

Best Practices When Launching a Continuous Incentive Wellness Challenge

Nick Patel, Wellable

Health and well-being is something individuals must improve upon 24/7/365. Successful employee wellness programs are ones that assist employees in thinking about and improving their health and well-being throughout each day. This is why programs that only offer one-off activities do not deliver results; continuous wellness challenges are superior in delivering measurable and sustainable habit changes. This workshop aims to show participants how a shift to a continuous program can drive engagement and produce sustainable improvements in behavioral changes and health outcomes.

Physical Activity in the Workplace for Strength, Vitality and Injury Prevention

Michael Hughes & Seth Rebeor, Injury & Health Management Solutions, Inc.

Heather Main, Main Wellness

The first part of this workshop will work to empower attendees with resources and the necessary knowledge to be able to implement a companywide stretching program. A successful company stretch program can be useful in promoting improved overall health and well-being of employees which can have direct impacts on company productivity, health and overall company function. The presentation will include discussion regarding common barriers seen when attempting to implement a stretch program, and methods in which these barriers may be overcome and will focus on employee participation and cover skills/techniques which can be used to maximize adherence to a company stretch program.

The second part of this workshop will be based on research on exercise motivation and adherence. Heather will present dozens of detailed, practical ideas that reduce barriers to physical activity and positively fuel motivation. Nothing is better for our physical and mental wellbeing than a lifestyle of daily physical activity, and these workshops will help drive the knowledge and energy needed for success!

Promising Practices in Population Health

Walter Ziske, Elizabeth Mauntler, Central Vermont Medical Center

Elisabeth Fontaine, Stacy Carpenter, Jessica Frost, RiseVT

This session will present two promising models currently being implemented in Vermont's communities. Worksite wellness is an extension of primary care into the community, meeting the individual where they are. It is a gateway to community health and can provide the benefit of creating an environment for optimal health where the healthy choice is the easy choice. This is a medical benefit to both businesses and the greater community, creating positive behavior change.