

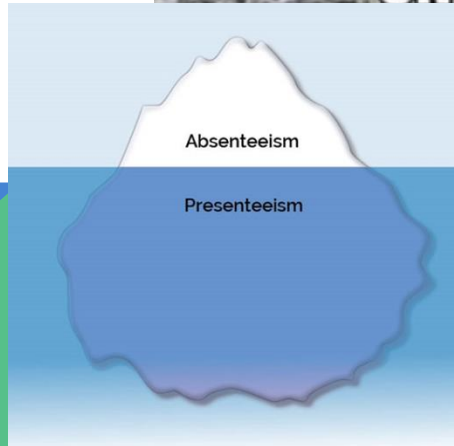
HEALTH IGNITING PERFORMANCE

12 MAY 2016



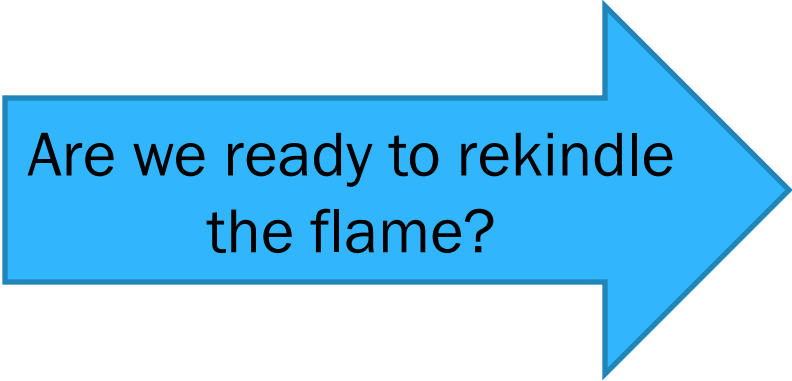
People are the engine that keep companies growing, adapting, improving and innovating

BUSINESS AS USUAL





Where is the
passion in our
employees?



Are we ready to rekindle
the flame?

THE DREAM



THE CHAIN

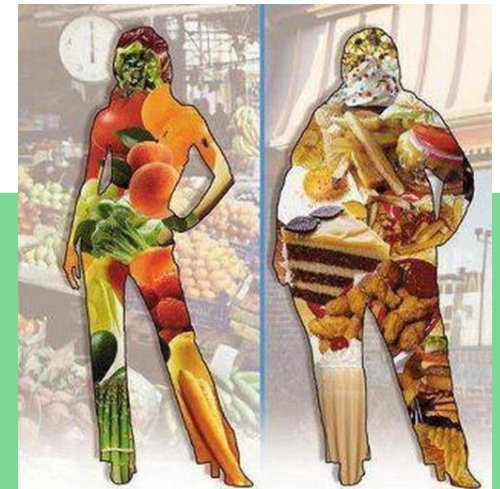
LIFESTYLE

Chronic non communicable diseases

- Diabetes
- Hypertension
- Elevated cholesterol
- Obesity
- Alcohol

Tobacco

Physical inactivity



HEALTH AND WELLNESS



HEALTH DRIVING PERFORMANCE

Performance $\uparrow$ > 2.5 times (25% v 65%)

Creativity and innovation $\uparrow$ > 3.5 times (20% v 72%)

Engaged employees $\uparrow$ nearly 8 times (7% v 55%)

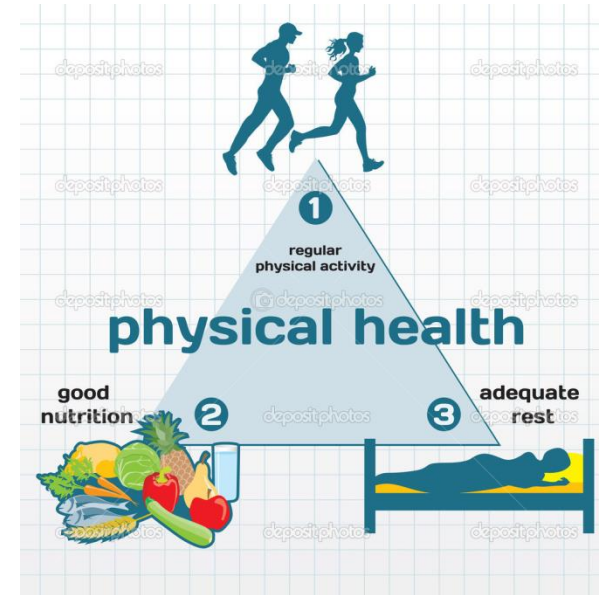
4x more likely to retain talent in the next 12 months
(5% v 20%)



INTEGRATED WELLNESS APPROACH

Physical Health

- Disability
- Unplanned absences
- Reduced workplace effectiveness
- Increased accidents
- Negative impacts on work quality/customer service



INTEGRATED WELLNESS APPROACH

Psychological Health

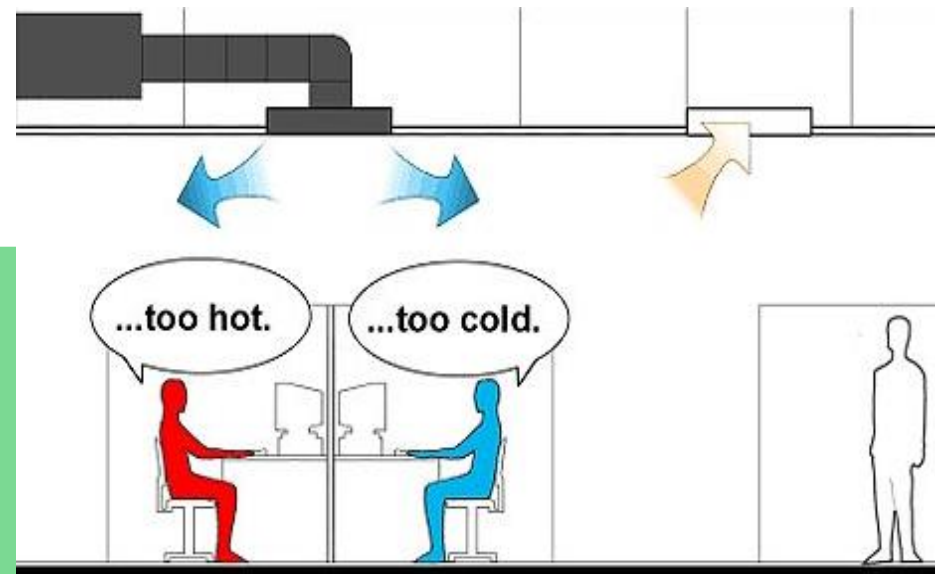
- Mental wellness
 - 3 - 4 days off/month
 - # of employees with depression X # days off x 12 = # of days lost/yr. (\$\$\$\$\$ value)



INTEGRATED WELLNESS APPROACH

Environmental Health

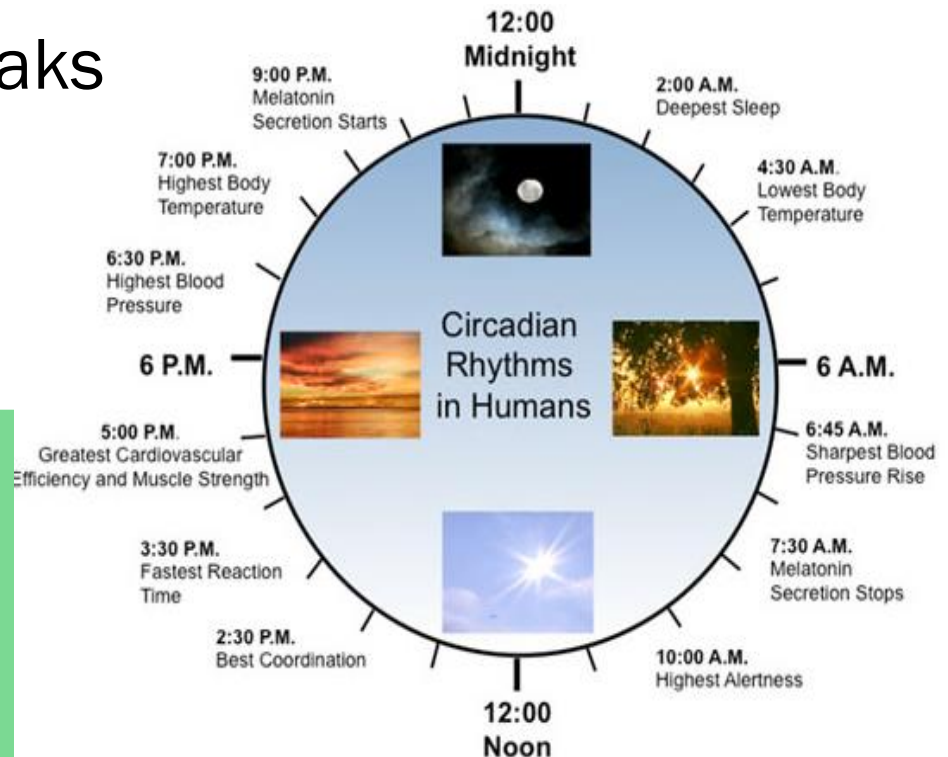
- Thermal Comfort
 - Ideal 21 to 23 °C
 - 1-2% ↓ in performance with 1° C change
 - Personal control



INTEGRATED WELLNESS APPROACH

Environmental Health

- Access to Nature, Views & Daylight
 - Regulate circadian rhythms
 - Encourage outside breaks



INTEGRATED WELLNESS APPROACH

Environmental Health Cont'd Sensory Change and Variability

- Introduce texture & colour
 - Wood, cork, plants
 - Art/graphics



Color

- Brighter colors - higher focus and task accuracy
- Yellow - clear-headed and alert
- Blue - calming promotes mental control and creative thinking

INTEGRATED WELLNESS APPROACH

Environmental Health Cont'd

Noise Control

- Mundane tasks
 - Noise interruptions - good
- Complex work – reorient
 - Negative impact

Crowding

- Better peripheral vision (men)



INTEGRATED WELLNESS APPROACH

Environmental Health Cont'd

Human Factors & Ergonomics

- Neck, back and shoulder pain
 - Adjustable furniture, sit-to-stand desks, task lights

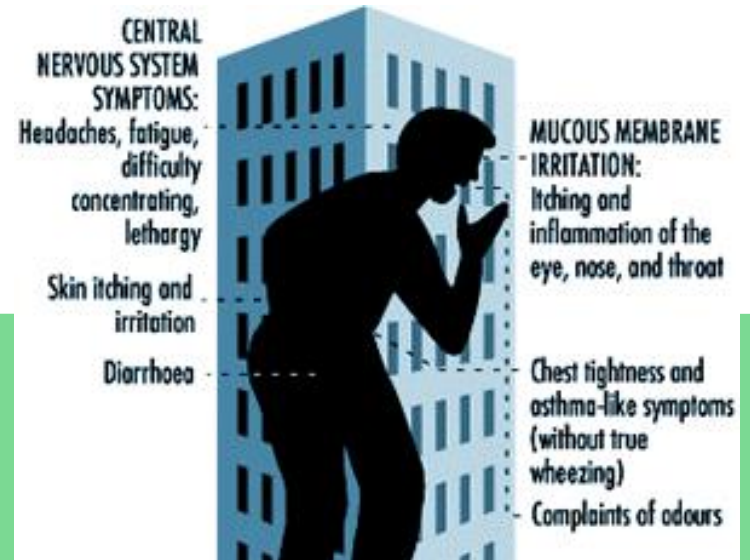


INTEGRATED WELLNESS APPROACH

Environmental Health Cont'd

Indoor Air Quality

- Respiratory illness, allergies and asthma
- Sick Building Syndrome



INTEGRATED WELLNESS APPROACH

Organizational Engagement

- Pride, Commitment, Advocacy and Satisfaction
- Engaged employees
 - More productive
 - More profitable
 - Safer
 - Create stronger customer relationships
 - Remain with the organization



DESIGNING A SUCCESSFUL WELLNESS PROGRAMME

Appoint a leader

Appoint planning team

- Union / worker representatives
- Management
- Health and safety professional
- HR
- Occupational health staff
- Local groups



AUDIT

Organizational Audit

- Determine level of wellness in the company's
 - Physical environment
 - Existing programmes and services
 - Policies and procedures
 - Corporate culture



ASSESSMENT TOOL

<i>Physical Environment</i>	<i>Points given Maximum # of Given</i>	<i># of Points</i>
Fitness facility on-site managed by professional staff	5	
Shower facilities	1	
Occupational Health Services (medical professionals on-site)	5	
Cafeteria that supports healthy eating (review by a dietitian)	5	
Vending machines with healthy food choices	3	
Ergonomically designed work stations and ongoing consultation with an ergonomic specialist	5	
Wellness stations	2	
Accessible stairwells	2	
Access to outdoor jogging/walking trails/routes	2	
Wellness resource library	2	
Water stations	1	
Bicycle storage area	1	

ASSESSMENT TOOL

<i>Policies and Procedures Supporting healthy Workplaces</i>	<i>Max #of points given</i>	<i># of Points given</i>
Flex-Time	3	
Work and Family Policies	3	
Work from Home option	2	
Weekday only business travel	1	
Smoke free work environment	3	
Programmes offered partially/totally on company time	3	
Benefits plan that supports alternative therapies such as massage, naturopathic medicine, chiropractic services	3	
Programme Evaluation process including employee satisfaction surveys	2	
Casual dress days	1	
Other		

ASSESSMENT TOOL

<i>Corporate Culture</i>	<i>Maximum # of Points</i>	<i># of Points Given</i>
Corporate mission statement embraces employee health & well being	5	
Visible mission statement related to health/wellness	4	
Management recognition/reward for participation in health initiatives	3	
Managers are healthy role models	2	
Quick response to employee input regarding health issues	2	
Healthy food/beverage choices for business and social functions	3	
Employee participation/leadership encouraged	3	
Promotion of regular work hours	2	
Flexible approach to time off for personal/family needs	2	
Wellness incentives (contests/interdepartmental challenges)	2	
Stretch and nutrition breaks offered in meetings over 1 hour in duration	2	
Other		

AUDIT CONT'D

US\$170 million annually in treatment for people suffering from NCDs

Determine your company's main expense

- Attendance or absenteeism
- Sick days lost
- Disability claims
- Health claims



NEEDS/INTEREST/ASSESSMENT

- **Attitudes and preferences**
 - Hosting a luncheon round table meeting
 - Informal email questionnaire
 - Survey with pay stubs, or on the intranet



HEALTH AUDIT

Health Risk Assessment- Employee Health Surveys

Lifestyle/Behavioural factors

Emotional Health

Eating pattern

Biometric data (blood pressure, blood sugar, cholesterol, BMI)

Fitness test (strength, flexibility, endurance)

Family History



SET GOALS

Develop mission and vision statements

Determine Evaluation Goals

- 10% reduction in health claims
- 5% lower employee turnover or improved employee performance
- Better corporate image or 50% decrease in accidents



LAUNCH

New corporate focus

- Banners, balloons & give-aways
- Music, refreshments and excitement



LAUNCH

Mix Menu

- Health education materials and events
- One to one/group counseling
- Follow-up services/support group classes
- Walking clubs with pedometers
- Gym or equipment subsidies
- Cook-out, fruit breaks, lunch time bites
 - Low-fat menus or salt-free meal planning
- Movie times or games evening comic relief days



GO BUT TARGETTED

Strategic plan

Risk categories

- Readiness to change

Group and individual operational plans

- Time bound

Engage



TARGETTED

Education & awareness

- Self study – books, videos, internet
- Monthly Newsletter, Wellness booths/
Information centers

Develop risk reduction programs

Health counselling/follow-up

Health classes/Coaching/Group Sessions



MAINTAINING THE MOMENTUM

Incentives

Return On Investment up to 4:1

Increase participation 50% to 85%

Determine what is an incentive to your organization

Regularity- monthly, quarterly and annually



MAINTAINING THE MOMENTUM

Incentives, Rewards and Recognition

- Plaques
- Points, wellness bucks, star- cards, tokens/ markers
 - Substituted for prizes at pre-determined goals



Year-end incentives

- vacation

Periodic or monthly wellness challenges and events

MONITORING

Self

Weekly tracking chart

Computerized Tracking Systems

- Manage
- Monitor
- Evaluate
- Generate reports



EVALUATION

Outcome

- Specific individual health outcomes
- Goal met (to what degree)

Impact

- Did the behaviour, lifestyle habits, attitudes and corporate culture change and to what extent was it a result of the intervention



EVALUATION

Process

- Agreed programme design and content was kept
- Team's decisions and administrative capabilities and delivery procedures affected programme

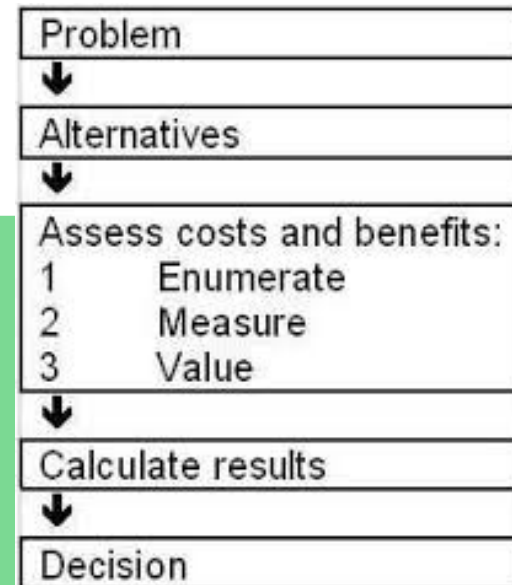
EVALUATION



EVALUATION

Cost Effective Analysis

- Most effective programme at lowest cost
- Cost benefit
 - Reduction in the number of high-risk persons
 - Decrease in work- days lost or sick days taken
- ROI

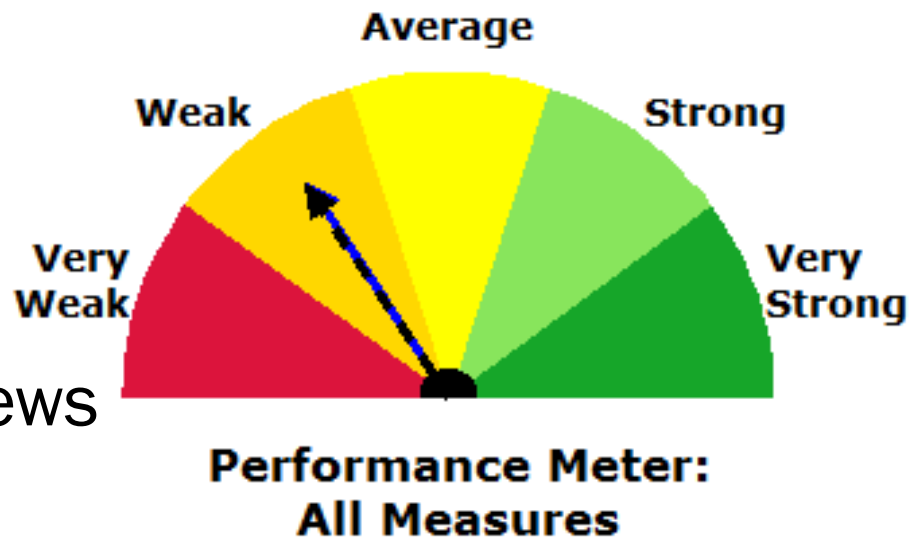


REPORTING

Accountability

Pre-determined

- Monthly
- Quarterly or bi-annual reviews
- Annual review



PROGRAMME ESSENTIALS

Stress/Social/Mental Health Management

Weight Management

Better sexual practices

Smoking cessation

Conflict resolution

Employee Assistance Programmes

Alcohol in moderation



TIPS

Know your team, support them

Fun

- Practice it, coach it, enjoy it and profit from it
- Be a participator not a spectator

Talk and live it-even at a snail's pace

Help others

Lapses – Yes, Relapses - No

Share resources, info, people



HURDLES

Management buy in

- Will this programme save us money?

Low participation

- Proper marketing
 - Wave marketing

Bored participant

- creative

Waste of time



HURDLES

Relapse

- Prepare
 - Identify the triggers

Confidentiality

- Prepare contract



SUCCESS



HEALTHY BREAKFAST INITIATIVE



HEALTH AWARENESS TALKS



PHYSICAL ACTIVITY CHALLENGE



LATIN DANCING



MEN TOO



EVERYBODY





