

SOLUTION: Organizational Resiliency & Employee Wellness

We know that connecting ANY employee-driven team to the [mission, vision, values](#), and [strategy](#) of your organization is key to their success. This is especially true with a team of employees dedicated to creating a work environment where all employees have the opportunity to be their very best. All employees have an opportunity to focus on themselves first, so that they may continue to find joy and purpose in their work in a state of wellness.

A FRAMEWORK FOR CREATING YOUR EMPLOYEE-DRIVEN PLAN

We recommend a [Framework](#) that guides the planning itself. We have seen “Mind, Body, Spirit” for the Framework when leading a team of employees to drive the wellness efforts for an organization. We also highly recommend utilizing the [7 Benchmarks](#) that drive a wellness program, which is produced by the Wellness Council of America (WELCOA).

Those 7 Benchmarks are:

- Committed and Aligned Leadership (wellness starts at the top)
- Collaboration in Support of wellness (having a multi-disciplinary employee driven team. DONE!)
- Collecting Meaningful Data to Evolve a wellness strategy (more on that later)
- Crafting an Operating Plan (we will assist you in a journey plan in alignment with the organizational strategy and goals, and your wellness strategy from your data)
- Choose initiatives that support the whole employee (thus, the look at mind, body, spirit)
- Cultivate Health Promoting Policies (do you really need a soda machine on every floor?)
- Evaluate your program each year and celebrate!

BECOMING DATA DRIVEN. WHAT DATA WILL YOU USE?

Will you provide a wellness survey to know where to focus your efforts within a Framework? What is your Framework? Is it [Mind](#) (stress reduction, mindfulness), [Body](#) (movement, weight loss), [Spirit](#) (mental health), or something else? I am sure you have a mission statement and purpose for your team, and that should be clearly stated on your plan.



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If you don't have great data to base your plan on, you may subjectively "guess" what data you should use.

In my experience as a wellness director for my organization of 1,000 employees, I made that very mistake my first year in my position. For example, as I looked around at my employee group, I thought we needed to focus on obesity, and disease prevention. I primarily focused on Cancer and Cardiac disease, and Diabetes interventions. When I actually surveyed, I could not have been more wrong. I needed to focus on stress reduction (including financial stress), Mental Health issues, including depression and anxiety, and sedentary lifestyles. My team and I had to re-think our action plans in Year 2 and moving forward.

-- Jane McLeod

Data is vital because your direction can be totally wrong based on what you think and feel and observe. Potentially, you do not have the budget to join WELCOA (~ \$400 a year) and utilize their survey for wellness programs. There are other less expensive options.

If you do not do a formal wellness assessment to drive your plan and data collection, you can use the following data to drive your plan:

- Your insurance provider likely has an executive report reported to your CEO and Senior Leaders that lists disease states and pharmaceutical costs driving the expenditures. This is confidential and scrubbed, but great data nonetheless. If you provide an outpatient pharmacy service for employees, you can ask the pharmacy leader for disease state advice based on the highest expenditures on medications. Your insurance provider may even have a survey for you to administer to your employees on their personal health.
- Your employee engagement survey has questions on work-life balance, workloads and safety, and stress. Choose 1-2 improvements your team can make based on these results.

SEARCH FOR FREE MATERIALS TO USE! THEY ARE OUT THERE IN ABUNDANCE!

There are SO MANY FREE and low-cost benefits to rely on for your wellness program!

WELCOA is the best place to start (you do not have to join to download free items), as well as the American Heart Association and American Cancer Society.



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Your wellness team will have so much fun raising awareness around a disease state! For instance, in the month of November when you host a “MO-vember” contest. They grow a beard, have a beard-off, raise money for the research related to the disease, and learn about disease prevention and detection strategies at the same time. Think “Ladies wear RED”, and Breast Cancer pink glove month. Even if you did these events quarterly- you would really raise awareness.

SHOULD WE PAY FOR WELLNESS PARTICIPATION?

We have seen (from our own experience as leaders) pay for wellness benefits result in a lot of negativity toward the wellness program itself. If you believe that employees are truly motivated by money, watch the following video on YouTube by Dan Pink <https://youtu.be/u6XAPnuFjJc>

We believe that an occasional (e.g., not so regular that it is expected) “surprise and delight”; monetary award/reward approach can be well administered with good impact on culture (e.g., the organization has an amazing increase in the wellness questions on the employee engagement survey). These types of rewards are determined in retrospect; versus hung out there in advance. Therefore, it is a reward or recognition (with all those expected benefits), vs. “pay”.



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