

Practical Wellness Interventions: Stress Management. Leadership VUCA Wellness Educator Training

Presented & Developed by

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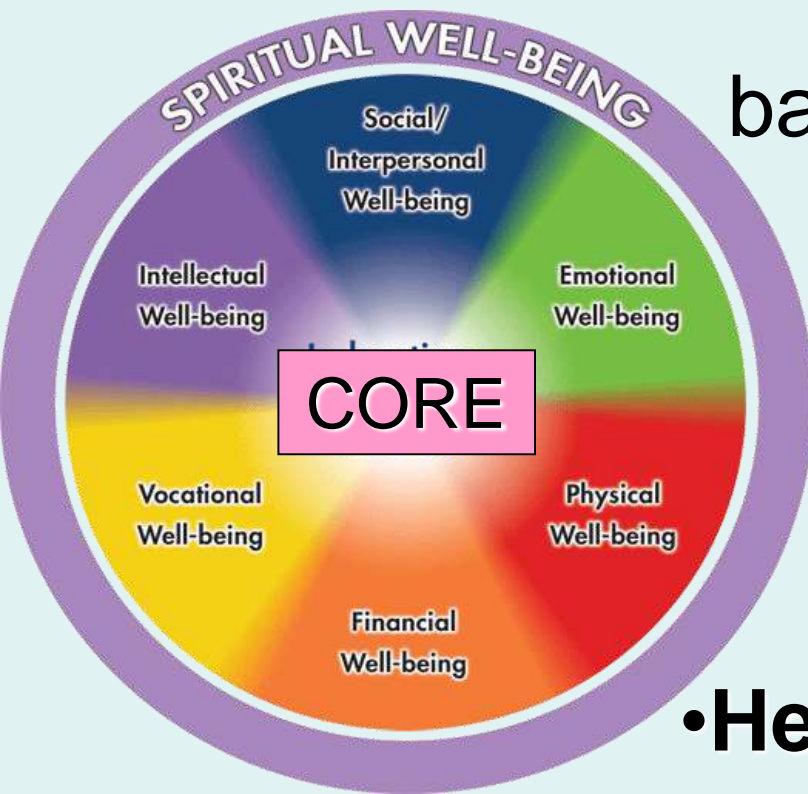
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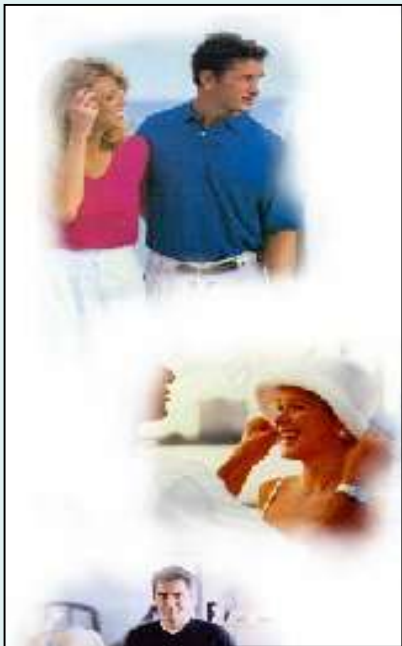
Workplace Wellness: sustainability, empowerment, social responsibility, skills development



- **Wellness paradigm:** balance, integration, harmony
- Conscious awareness, continuous integration: learning, understanding health options available to make healthy *choices*
- **Health promotion vs** disease management and risk crisis control

What is wellness?

- **Health vs wellness:** absence of diagnosable symptoms of disease / illness. Health promotion vs. Disease management
- **Wellness - a choice....** decision to move toward optimal health: learning, understanding
- **Wellness - a way of life...** lifestyle designed to achieve highest potential for wellbeing / peak vitality
- **Wellness - integration of body, mind, spirit....** appreciation that what you think, feel, believe have an impact on state of health, wealth, happiness
- **Wellness – Education is key #1 (WET)**
 - **Practical Experience is key #2 (Stress Management / Leadership VUCA)**



Workplace Wellness: ROI

- Employee entitlement, skills development, education
- Realisation that employees are a company's most important assets
 - Employees need assistance & support
 - Still looking after the bottom line:
 - ↑ productivity, creativity
 - ↓ sick leave, presenteeism, absenteeism, resignations



Purpose, Goals, Benefits (supporting business objectives)

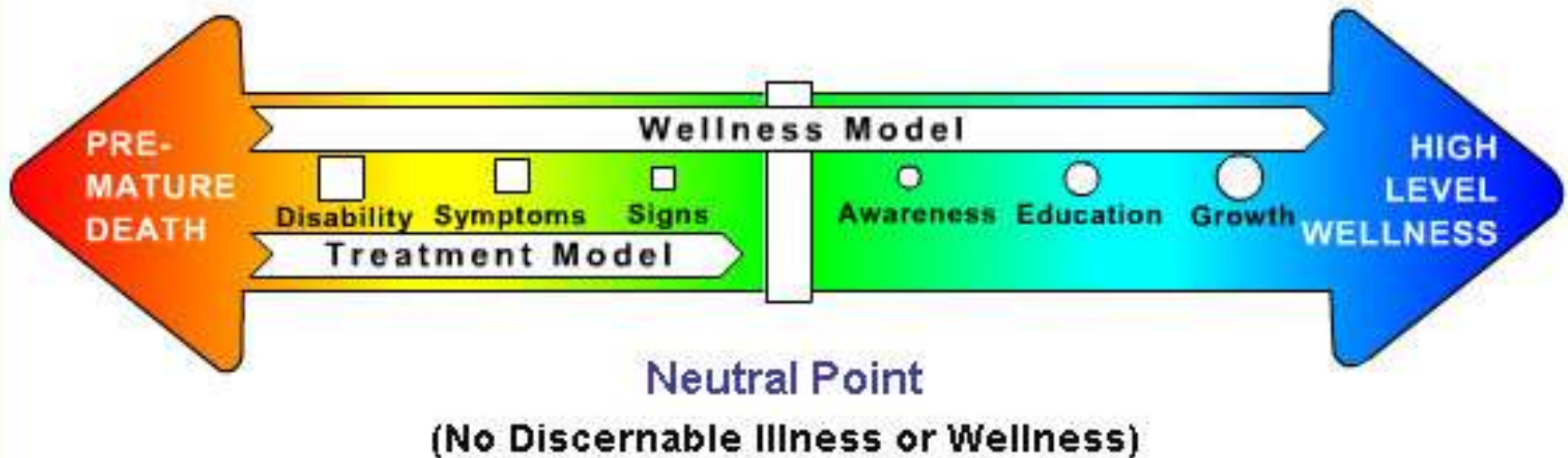
- Motivating pro-active health & well care:
 - Screening procedures, VCT & HRA's
 - Health enhancing lifestyle changes & choices - wise & discriminate use incentives
 - Education & empowerment - self responsibility



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The illness-wellness continuum



Olympic athlete: high fitness level, but osteopenia, strain injuries, depression, sleep apnoea.

Fitness \neq Wellness!

Fit, eat well, disease free, but poor sleep, fatigue, accidents, slow recovery from colds

Statistics: SA Health Review

- Chronic diseases of lifestyle (CDL's) responsible for 37% of deaths in South Africa, add:

HIV / AIDS (39%)

TOTAL: 76% of all deaths in SA preventable, wellness solutions



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Report: Heart & Stroke Foundation

- **2010:** CHRONIC diseases such as hypertension, high cholesterol, diabetes – death of **666** South Africans daily
 - 6 million SA's - hypertension
 - 5 million - high blood cholesterol
 - 1,5 million - diabetes
 - > 7 million smokers
 - **150 million metabolic syndrome.**
2020: 300 million
- 35 million HIV+ world. 22 million Africa



Companies & Wellness

Chronic diseases of lifestyle (CDL's) – wellness: HEALTH CHALLENGES



Heart disease, high blood pressure, high cholesterol, heart attack, stroke

- Cancer
- Diabetes mellitus
 - HIV / Aids
 - Depression

Lung diseases, e.g. TB, asthma, bronchitis, emphysema



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Workplace Wellness Interventions



- Healthy employees
 - Healthy company
 - Healthy families
- Healthy communities
 - Healthy country

Sound business sense: bottom line ROI + social responsibility

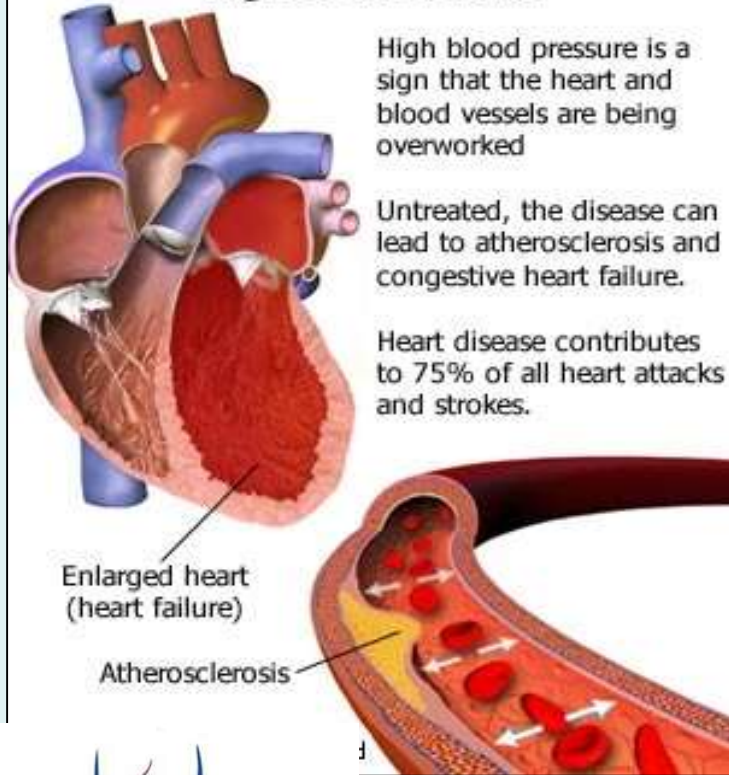
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Conditions / health challenges that respond best to a wellness approach

High Blood Pressure



- High blood pressure
- Low & high blood sugar
- Sleep deprivation
- High cholesterol
- Stress & presenteeism
- HIV/Aids & TB – immune system
- Back pain
- Headache

WET!

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Conclusion EWB Managers

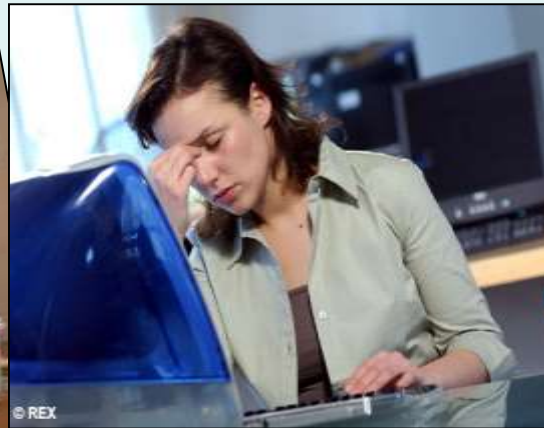
- ⇒ People desperate: information, knowledge
 - ⇒ Employees most important assets
 - ⇒ Mutual respect, understanding, acknowledgement, loyalty
- ⇒ Wellness intervention program 2 months: marked decline absenteeism, accidents, sick leave. **ROI!**
- ⇒ Supervisor after recent WET: 'The safety manager said we're always concerned with protecting ourselves from ext. physical harm, but never realise the int. personal harm we do by wrong lifestyles and poor health habits, and that this also impacts ext. wellbeing, safety, health of ourselves and the company'



Common reasons for accidents, injuries

Emphasising the 'H' in SHE(Q)

- Presenteeism (employees at work, but not optimally well



- High blood pressure
 - Sleep deprivation
 - Low blood sugar
 - High blood sugar
 - Impaired vision
- Social concerns: e.g. family problems, financial, relationships
- Sub clinical infection



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Practical Examples: Effective Wellness Interventions

Workplace Wellness Enablers



- 1. Physical:** Decrease in accidents – sleep restoration, blood sugar intervention
- 2. Practical stress management** for improved health, wellbeing & optimal performance. **Leadership VUCA.**
- 3. Wellness or peer educator training (WET / PET)** as part of SHE & EAP training & support

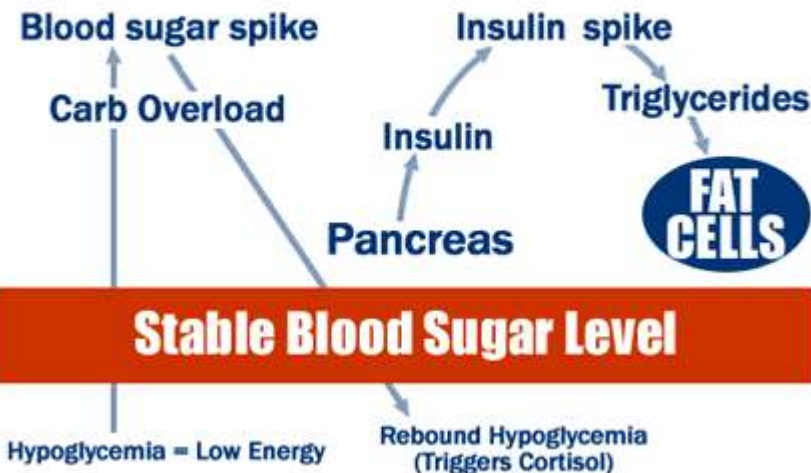


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6 week intervention

BLOOD SUGAR MODEL



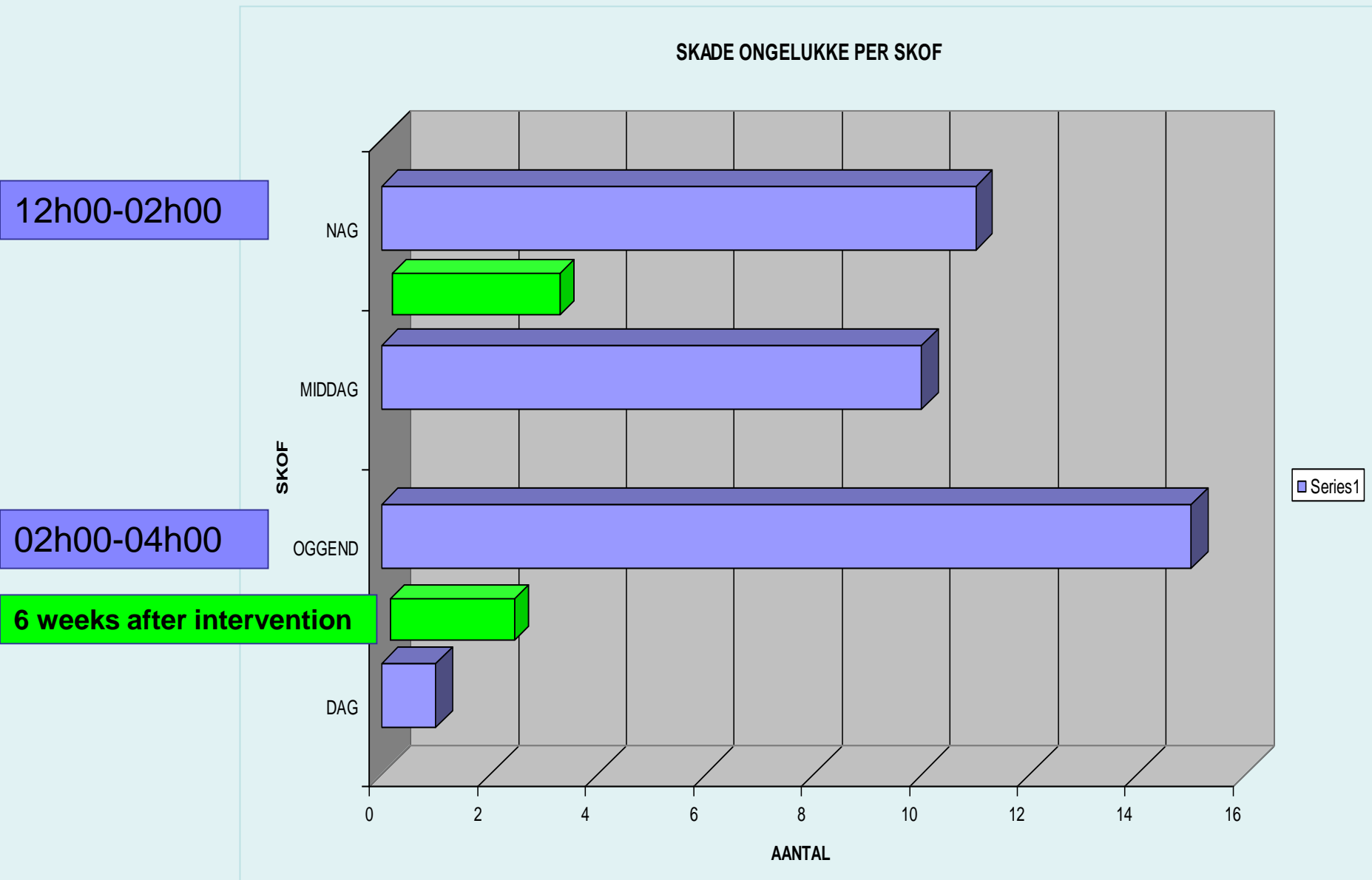
- Blood sugar levels accessed before & after meals
 - Food parcels
- Reminders to take breaks
- Sleep restoration



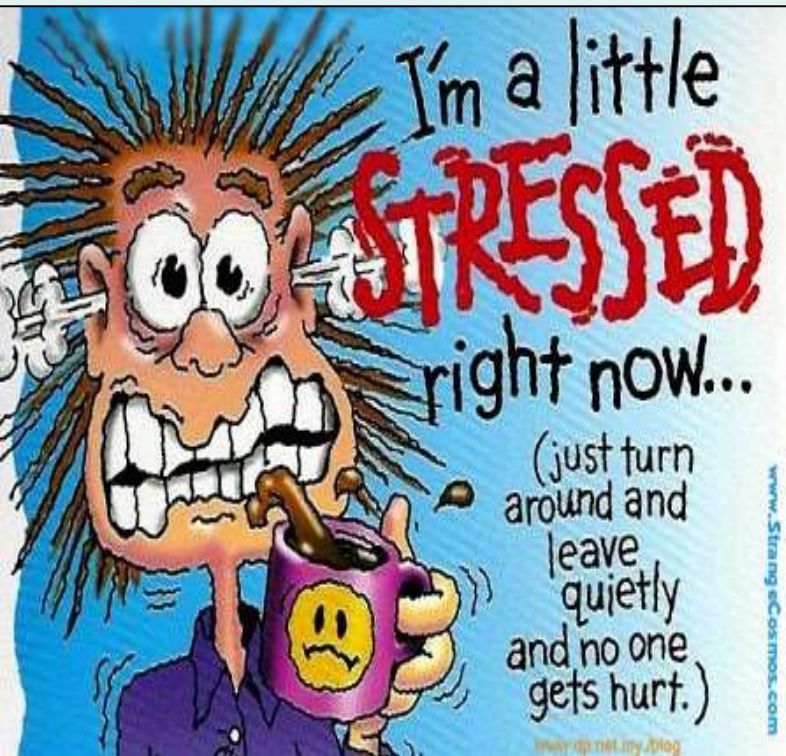
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Results



2. Stress Management



- 80-90% visits primary health care facility
 - \pm 75% **employees** stress related symptoms & signs
- High chol., high BP, high blood sugar & insulin, depression, headaches, chronic fatigue, chronic minor & serious infections, neck & back problems, anxiety & burn-out
- Research: Daily relaxation practice lowers risks within 3 months, while enhancing sense of wellbeing, ensuring **left & right brain integration** & coherence - increased creativity, productivity, health, happiness

Mental Health Workplace

- 1/5 = 20% workers - mental illness – depression / anxiety. Affect productivity workplace - many struggle to cope
- WHO: 2020 depression 2nd only to ischemic heart disease - leading cause disability all ages, both genders
- Chicken/Egg Triad: heart – diabetes – depression
- Tackle social, economic problem mental illness - trigger factors - stress at work - likely to increase
 - Job insecurity, pressure today's workplace: increase mental health problems



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Organisation Economic Co-Operation & Development

- Urgent call: focus on providing good working conditions
- Support employees: reduce and manage stress, develop resilience, introduce systematic monitoring of sick leave and presenteeism
 - Increasing productivity and employee health, wellbeing
- Helping employers to reduce workplace conflict
- Avoid unnecessary dismissal caused by mental health problems



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Blood Pressure Before and After Relaxation

Every health care visit should include a blood pressure reading



| BP before | BP after |
|-----------|----------|
| 140/80 | 130/70 |
| 160/100 | 140/90 |
| 130/80 | 120/80 |
| 135/85 | 110/80 |
| 130/80 | 120/70 |
| 130/90 | 130/80 |
| 140/90 | 120/80 |
| 140/90 | 135/80 |
| 120/80 | 120/70 |
| 160/100 | 140/90 |
| 140/90 | 110/60 |
| 120/80 | 110/60 |

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2. Leading by Example in a VUCA World

- Over the next 10 to 15 years, the world will become increasingly VUCA: Volatile, Uncertain, Complex and Ambiguous.
- Globally, leadership challenge ability to lead in this VUCA world.
- Resilience, inner core strength and mindfulness are competencies needed for VUCA leadership



Applying VUCA Model

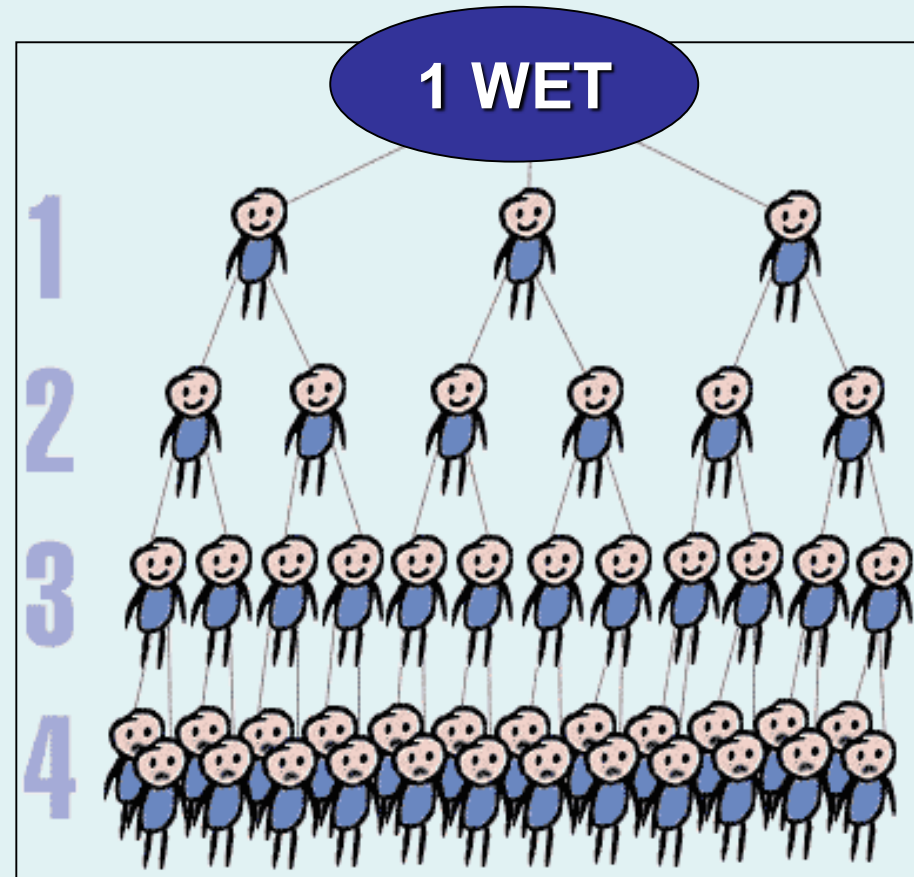
Framework leadership development models: enables HR, talent management professionals to identify, foster leaders their organisations need now and in future

- **Volatility** countered with **vision** - even more vital during turbulent times
 - **Uncertainty** countered with **understanding** - ability leader to stop, look, listen, think, then act
- **Complexity** countered with **clarity** - deliberate process to find meaning in chaos
 - **Ambiguity** countered with **agility** - communicate effectively across organisation, move swiftly to apply solutions



3. Wellness Educator Training (WET)

- Practical, cost-effective intervention strategy - volunteers, makes it inexpensive to implement and/or expand
- Number of employees ultimately reached, unlimited
- Extend into families, communities – social responsibility
- True power of network marketing



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Wellness Educator Training

- Facilitate interactive, innovative health & wellness educational programs
 - Enjoyable, practical, fun
- Disseminate knowledge throughout workforce
 - Important: ongoing support & new program content - motivation, sustainability, knowledge base increase
- Training programs adapted: changing needs - process evolves & develops - **dynamic, interactive intervention**
- WETs gain more self-confidence to really help & support fellow workers: **EAP / call centres**

- **Content of training:** practical, hands on, 52 lectures to peers (during safety meetings), manuals, posters
- **Introduction:** My wellness profile, My stress profile, Why did I become a wellness educator? What are the qualities of a good wellness educator? What are the limitations of a good wellness educator?



- **Wellness principles**

- **Anatomy**

- **Physiology**

- **Stress**

- **Nutrition**

- **Wellness Food Gardens**

- **Fitness**

- **Health challenges:** specific system health

Wellness is more than the absence of disease, it's the optimal health of body, mind and soul

- *World Health Organisation*

Wellness comes with joy, vitality and balance; it gives us a sense of fully embodying our potential, the ability to face our life with grace, dignity and enthusiasm

- www.drarien.co.za

The day will come when nations will be judged not by their military or economic strength, nor by the splendour of the capital cities and public buildings, but by the wellbeing of their peoples; by their levels of health, nutrition and education - *UNICEF*



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Support Options

- **Wellness Project Management & Coordination**
 - **WET Training**
- **Stress Management • Leading by Example: Talks, Workshops, Courses**
- **Training courses in-house** for wellness, HR, occupational health teams, to manage own programs
 - **Tel.** 012 3622422 / Cell. 083 731 2049 /
 - **E-mail:** arienvdm@samedical.co.za
 - **Web-site:** www.drarien.co.za

Head Office: *Healthy Living Space*, 360 Murray St, Brooklyn, Pretoria

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