

# Seminar: Developing an Integrated Organisational Wellness Program

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# Outline



- ▶ Employee wellbeing: good ROI
  - ▶ Companies Act
  - ▶ Accidents, absenteeism, presenteeism & CDL's
  - ▶ Wellness definition
- ▶ Integrative approach to employee wellbeing
- ▶ Changing current employee wellness strategies in organisations: Education
  - ▶ Practical examples
- ▶ Planning and implementing wellness interventions

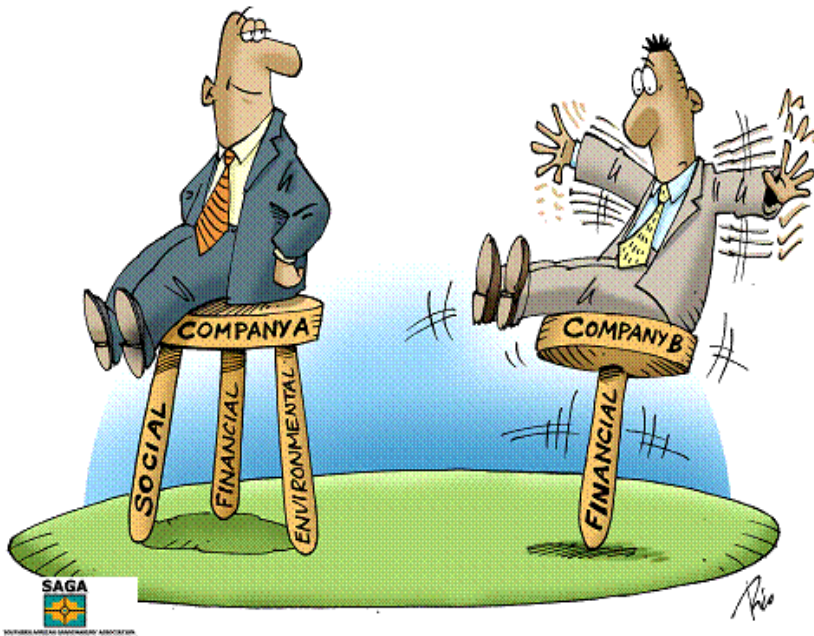
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# Companies Act

- ▶ Triple bottom line reporting
  - ▶ Adding social and environmental responsibility to previous financial reporting only
  - ▶ Employee wellbeing an excellent way to meet social responsibility requirements for ultimate financial wellbeing of company



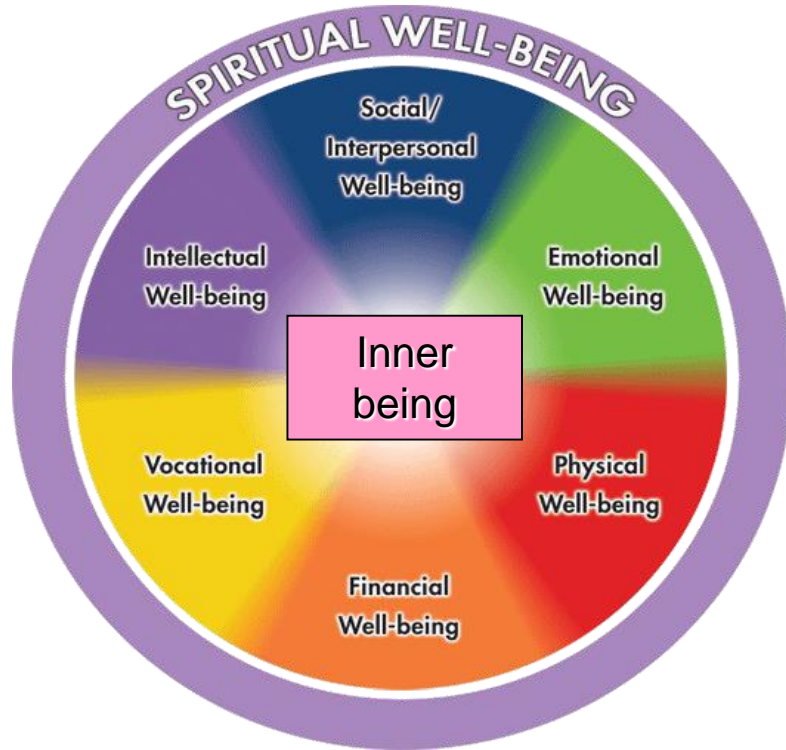
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# Employee Wellbeing: sustainability, empowerment, social responsibility, skills development - EDUCATION



- **Wellness paradigm:**  
balance, integration, harmony
- **Conscious awareness, continuous integration:**  
learning, understanding health options available to make healthy *choices*



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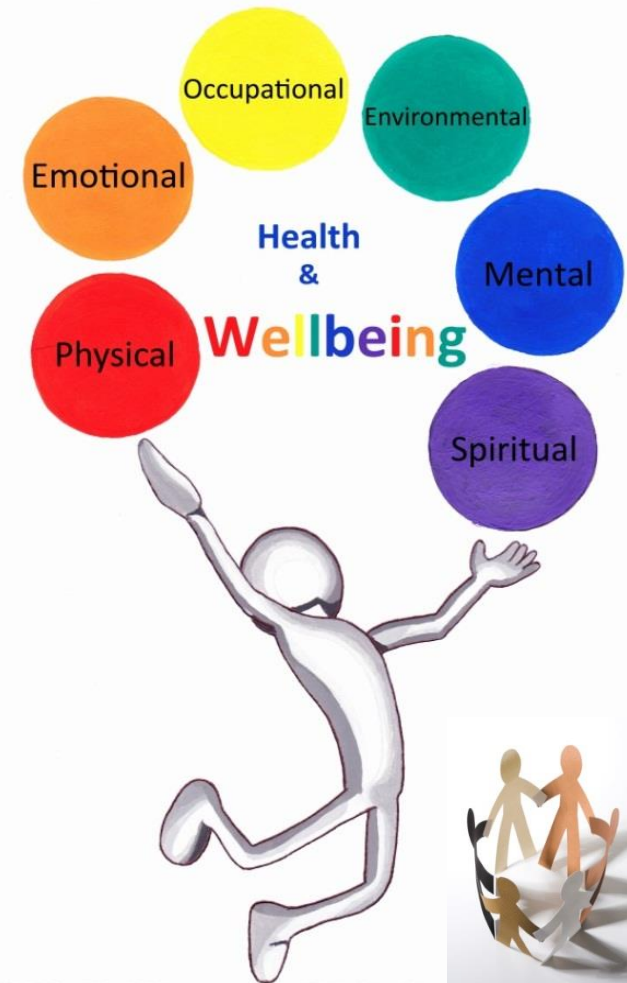
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# Wellness Definition: Quick Review

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- ▶ **Wellness** is a conscious and continuous integrative process leading towards the enhancement of individual, organisational and community health and wellbeing.

**Integrate** (v.) means to combine and assimilate into complete functional wholeness, in this instance, of all dimensions of the human being.



# Companies & wellness: ROI

**6/10 employees: worksite wellness programs good idea. 3-4/10 actively participate - WELCOA**

- 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



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# Company Health Costs

- > 50% of organisation / institution / company costs incurred by human resources
  - Therefore, executive & employee health & wellbeing critical:
    - Optimal production
    - Business success
- 80% health challenges (CDL's) behavioural lifestyle choices: mental-emotional brain patterns, beliefs, stress, eating patterns, exercise



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# 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

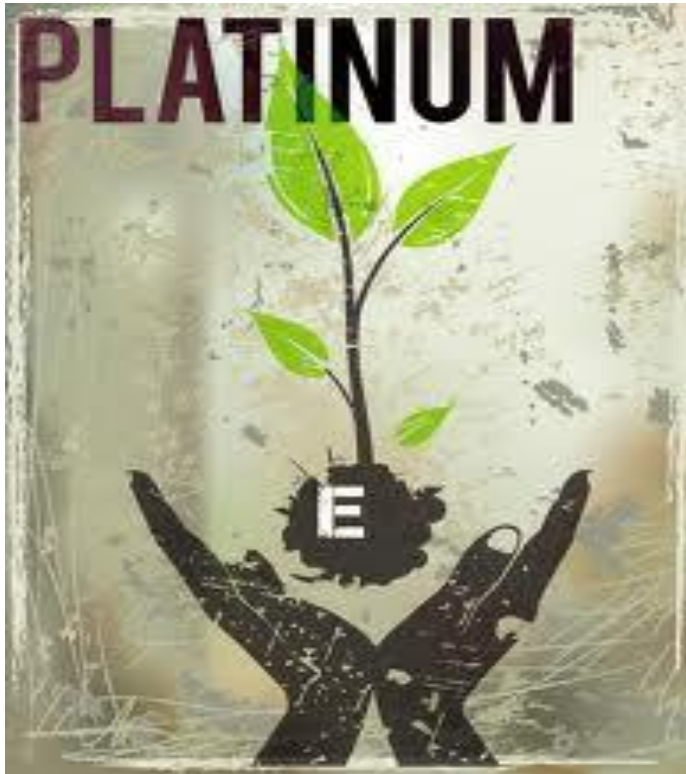
- **2010:** CHRONIC diseases such as hypertension, high cholesterol, diabetes will kill **666** South Africans daily
  - 6 million SA's - hypertension
  - 5 million - high blood cholesterol
    - 1,5 million - diabetes
    - > 7 million smokers
  - **150 million metabolic syndrome.**  
**2020: 300 million**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



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# Workplace Wellness Starts with Executive Team: Support & ACTIVE Participation

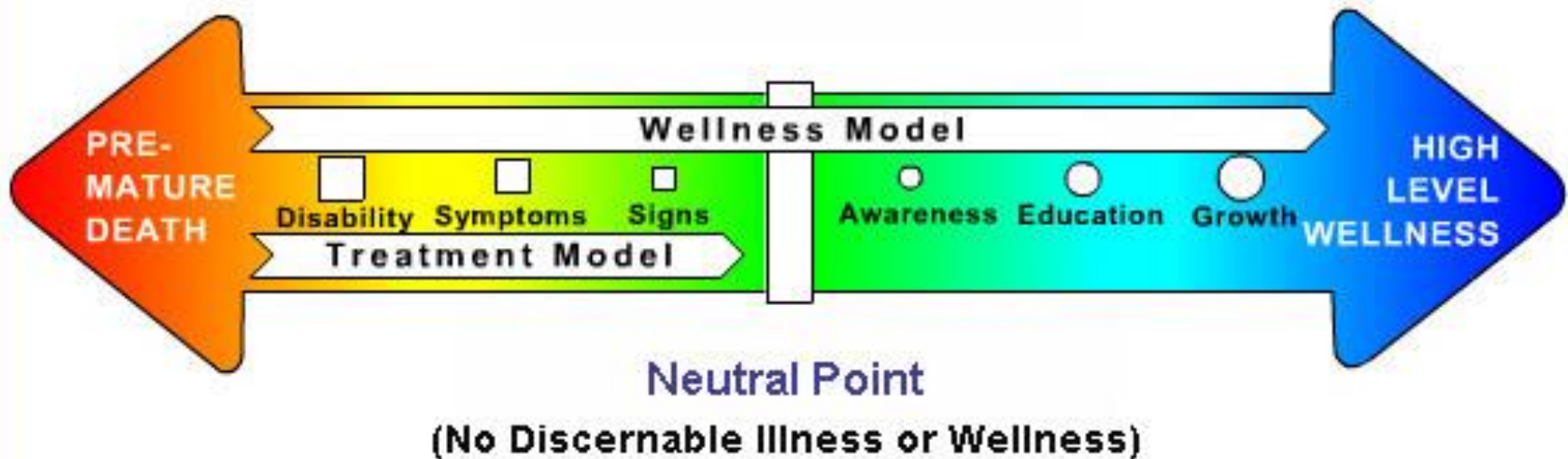


- Healthy employees
  - Healthy company
  - Healthy families
- Healthy communities
  - Healthy country

**Sound business sense: bottom line  
ROI + social responsibility**



# 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

# Adapted Iceberg Model

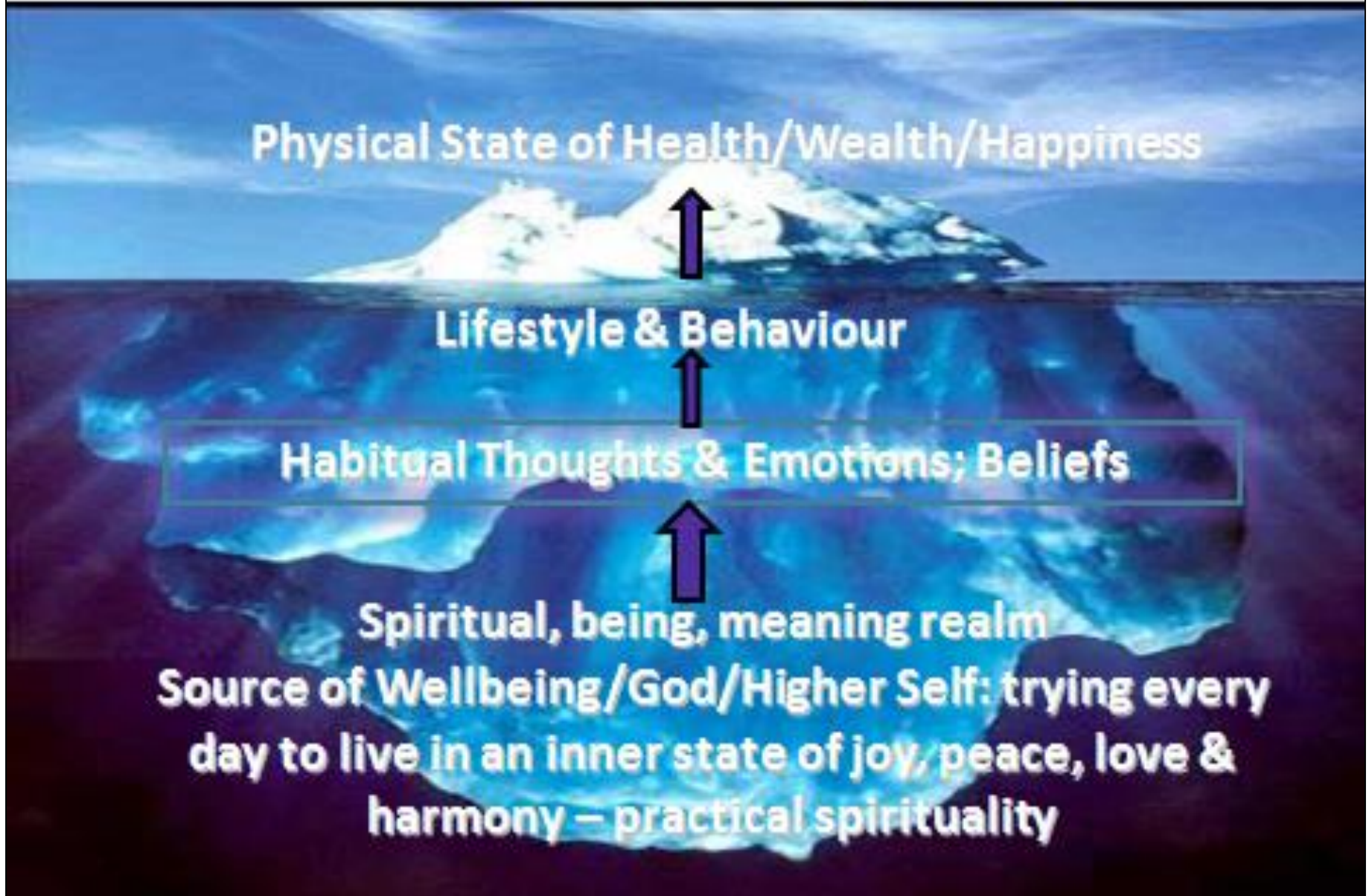
Physical State of Health/Wealth/Happiness

Lifestyle & Behaviour

Habitual Thoughts & Emotions; Beliefs

Spiritual, being, meaning realm

Source of Wellbeing/God/Higher Self: trying every day to live in an inner state of joy, peace, love & harmony – practical spirituality





# Successful, popular, often requested Wellness Interventions / Programs

1. **Physical:** Sleep restoration/fatigue management & blood sugar balance
2. **Practical stress management**
3. **Mobile Weight Control Clinic**
4. **Wellness or peer educator training (WET / PET) as part of SHE & EAP training & support**
5. **Integrative health and wellness coaching.** Topic examples:
  - i. Executive health
  - ii. Nutrition talks & cooking demo's
  - iii. Heart health
  - iv. Immune system health
  - v. Fun fitness: esp. dancing, yoga

## Workplace Wellness Enablers



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# Critical Steps to Ensure Success



- ▶ Awareness
- ▶ Participation
  - ▶ Education
- ▶ Improved attitudes / mind set changes / self responsibility
  - ▶ Behaviour change
    - ▶ Risk reduction
- ▶ Decreased utilisation of health care, sick leave
- ▶ Financial impact / ROI



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# Practical Examples:

- ▶ Executive Health Coaching, with Stress Management, Relaxation Training, Natural Remedies
- ▶ Accidents: Nutrition, Blood Sugar Control, Exercise and Sleep restoration
- ▶ Substance abuse
- ▶ WET/PET
- ▶ Implementation plan



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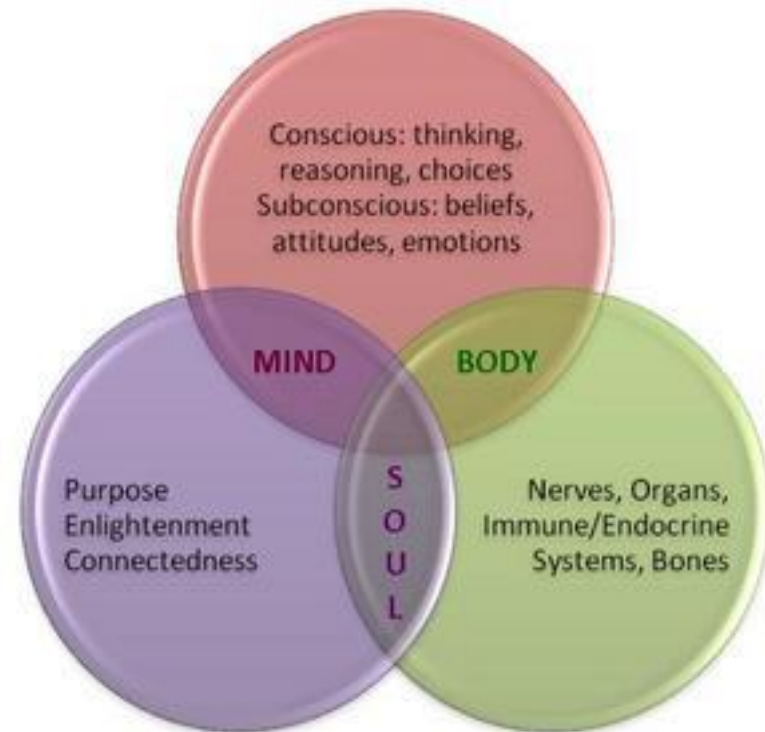
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# Workplace Wellness: A Philosophy for a Life of Optimal Wellbeing

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**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 - *AvdM***



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# Workplace Wellness: Healthy workforce = healthy families, communities, country!

When 'i' is  
replaced By 'we'

Even  
'illness'  
Becomes  
'Wellness'

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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: Progress of Nations 1999*

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## Specialist Service Provider Consultants

### Training can be claimed from Skills Levy

- ▶ **Education**, Peer Educator and Wellness Team Training
- ▶ **Training** Manuals, Training Tools: Poster Sets, Books, CD's
- ▶ Stress management and **Optimal Resilience Training**
- ▶ **Screening**
- ▶ **Health Coaching**
- ▶ **Nutrition, fitness specialist**
- ▶ Key Wellness Solutions – **Project Management**
- ▶ **Executive Wellness**
- ▶ **Retreats, Courses (in house and online), Seminars, Health Coaching**
- ▶ **Products:** Nutritional Food Supplements, **Books, eBooks, relaxation CD**



*Integrated & customised to your organisation's needs!*

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