

How Do I Get Started?

Create a culture of wellness within your organization

Develop Exemplary Management Support

- In the most successful worksite wellness programs, senior managers lead their organizations by example. And they work to ensure that the management structure not only allows, but actively encourages their employees to participate.

Organize a Wellness Advisory Team

- Wellness committees serve as the eyes, ears, arms and legs of the program, representing co-workers ideas and concerns, and helping reshape the organizational culture toward health.

Conduct an Assessment of Financial and Human Assets and Liabilities

- Successful worksite wellness programs are built upon a foundation of information, including claims review, demographic analysis of the workforce, management and employee surveys, health risk data, history of organizational wellness, and health benefit plan design.

Create Clearly Stated Vision, Mission and Outcomes

- Establish a clear vision of program direction, expectations and measures to answer the questions, “Where are we going and how will we know when we get there?”

Develop a Comprehensive and Strategic Wellness Plan

- A multi-component plan should consist of strategically developed and implemented awareness, lifestyle change, and supportive environment programs, as well as policies and activities that target appropriate health risk behaviors and needs of the employees.

Identify an Incentive and Reward Strategy

- Incentives show the organizational commitment to the program and motivate individuals to participate. Incentives vary widely from program to program, but can include such things as time off, reduction in health insurance premiums or co-pays, cash incentives, discounts to health clubs, free pedometers, etc.

Communicate To Employees

- Your program should be simple and concise, use an identifiable brand, and rely on a variety of media to communicate with employees and managers.

Evaluate Outcomes

- Evaluate program participation, satisfaction levels and behavioral change. You may want to track the number of workers' compensation claims, productivity, turnover morale and absenteeism.

