

Creating a Workplace Wellness Program

Whether you are creating a workplace wellness program from scratch, or enhancing what you already have, you're already on the right track! With increasing costs of health care, a shrinking workforce, and aging workers, a savvy workplace understands the value in supporting workers to improve their conditioning and to live a fitter lifestyle. This two-day course includes all aspects of designing or upgrading a program, from concept through implementation, to review.

This two-day workshop will help you teach participants how to:

- Describe the necessity of workplace wellness programs
- Create program elements that reflect the needs of employees and the objectives of the organization
- Select program elements that fit the context of current operations
- Establish implementation and evaluation strategies

Course Overview

You will spend the first part of the day getting to know participants and discussing what will take place during the workshop. Students will also have an opportunity to identify their personal learning objectives.

The Case for Wellness

This session will explore the benefits of workplace wellness programs. Participants will also consider some benefits unique to them and their organization.

Building the Foundation

Next, participants will look at the fundamental elements for a workplace wellness program, including a strong committee, terms of reference, resources, and a supporting culture.

Gathering Support

This session will give participants some ideas for getting executives and employees on board with their workplace wellness program.

Gathering Data

In this session, participants will learn about metrics related to workplace wellness programs as well as where to find program ideas. They will also learn how to perform effective research with GO-PARSE.

Performing a Needs Analysis

To wrap up the first day, participants will learn how to perform a needs analysis with the ICE method. They will also consider some ways to make a strong case for a wellness program.

Program Elements

The second day of the course will start with six in-depth case studies to help participants apply what they have learned so far and design some sample programs.

Implementing Your Workplace Wellness Program

This session will give participants some ways to implement their wellness program and get the workforce excited about it.

Reviewing the Plan

Next, participants will learn about some review techniques and ideas for a successful program launch.

Evaluating and Reporting Results

The final session of the course will look at some ways to evaluate a workplace wellness program and ways to present results.

Workshop Wrap-Up

At the end of the course, students will have an opportunity to ask questions and fill out an action plan.