

wellness gift cards for employees

Wellness Gift Cards for Employees: Boosting Morale and Productivity

Introduction:

Feeling burnt out? Stressed? So are your employees. In today's fast-paced world, employee wellbeing is no longer a perk – it's a necessity. And what better way to show your appreciation and invest in your team's health than with wellness gift cards for employees? This comprehensive guide explores the benefits, best practices, and everything you need to know about offering wellness gift cards as a powerful employee engagement and retention tool. We'll delve into choosing the right type of card, maximizing their impact, and addressing common concerns. Get ready to transform your workplace culture and watch your team thrive!

Why Wellness Gift Cards Are a Winning Strategy:

Forget the generic gift basket; wellness gift cards offer a personalized touch and empower employees to choose what best suits their individual needs. This targeted approach is far more effective than a one-size-fits-all approach. Think about it: one employee might crave a relaxing massage, while another needs new workout gear. A wellness gift card provides the flexibility to cater to diverse preferences and promotes a culture of self-care.

The advantages are multifold:

Increased Employee Morale: Showing you care about your employees' well-being fosters a positive and supportive work environment. A thoughtful gift demonstrates your commitment to their overall health and happiness.

Reduced Stress and Burnout: Stress is a major workplace issue, leading to decreased productivity and increased absenteeism. Wellness gift cards offer employees a chance to de-stress and recharge, ultimately reducing burnout.

Improved Physical and Mental Health: Employees can use the cards to access services and products that directly improve their physical and mental health, such as gym memberships, yoga classes, or meditation apps.

Enhanced Productivity and Focus: A healthier, happier employee is a more productive employee. By investing in their well-being, you're indirectly investing in your company's success.

Improved Employee Retention: In a competitive job market, offering attractive benefits like wellness gift cards can significantly improve employee retention rates. Employees are more likely to stay with a company that invests in their well-being.

Choosing the Right Wellness Gift Cards:

The key to success lies in selecting the right type of wellness gift card. Avoid generic options; instead, consider these categories:

Fitness and Activity: Gym memberships, fitness classes (yoga, Pilates, Zumba), online fitness subscriptions (Peloton, etc.), athletic apparel and equipment. This caters to employees who prefer physical activity.

Mindfulness and Relaxation: Massage therapy, spa treatments, meditation apps (Headspace, Calm), aromatherapy products. This caters to those seeking relaxation and stress reduction.

Healthy Eating: Gift cards to healthy grocery stores or meal delivery services focusing on nutritious options. This promotes healthy eating habits.

Mental Health Support: Cards to platforms offering online therapy or counseling sessions. This addresses a critical yet often overlooked aspect of employee well-being.

Experiences: Gift cards to experiences like cooking classes focusing on healthy recipes, outdoor adventures (hiking, kayaking), or workshops on stress management. This offers a wider range of options.

Maximizing the Impact of Your Wellness Gift Cards:

Simply handing out gift cards isn't enough. To maximize their positive impact, consider these strategies:

Personalize the Experience: Include a handwritten note expressing your appreciation for their hard work and dedication.

Promote the Program: Announce the wellness gift card program clearly and enthusiastically to your employees. Highlight the benefits and encourage participation.

Gather Feedback: After the program, solicit employee feedback to gauge its effectiveness and identify areas for improvement. This continuous improvement process is essential.

Integrate with Other Wellness Initiatives: Combine the gift cards with other wellness programs, such as on-site fitness facilities, healthy snacks in the breakroom, or workshops on stress management. This creates a holistic approach to employee well-being.

Consider a Budget: Set a realistic budget that aligns with your company's resources and the number of employees. You can choose a fixed amount or tiered options based on tenure or performance.

Addressing Common Concerns:

Cost: While there's an upfront cost, the long-term benefits of improved employee morale, productivity, and retention often outweigh the expense.

Employee Choice: Offering diverse options minimizes the chance of dissatisfaction.

Tracking ROI: Measuring the ROI of wellness programs can be challenging, but tracking absenteeism, employee turnover, and productivity improvements can

provide valuable insights.

Conclusion:

Wellness gift cards are a powerful tool for fostering a thriving workplace culture. By investing in your employees' well-being, you're investing in the success of your company. By carefully selecting the right types of cards, implementing effective strategies, and addressing common concerns, you can maximize the positive impact of this employee benefit and create a happier, healthier, and more productive workforce.

FAQs:

1. Are wellness gift cards tax deductible? The deductibility depends on your location and the specific type of gift card. Consult with a tax professional for accurate guidance.
1. How often should I offer wellness gift cards? The frequency depends on your company's budget and goals. Consider offering them annually, semi-annually, or as a reward for milestones or achievements.
1. What if an employee doesn't use their gift card? Establish a clear policy outlining the card's expiration date and any limitations. You could also explore options for extending the validity or offering alternative rewards.
1. How can I ensure the gift cards are used for their intended purpose? While you cannot directly monitor usage, selecting reputable providers and clearly communicating the program's goals can help ensure ethical use.
1. Can I customize the gift card message? Many providers allow for personalization, enabling you to add a company logo or a thoughtful message to enhance the employee experience.

wellness gift cards for employees: *The Work Wellness Deck* Landra Bickley Eliopoulos, 2021-08-31 Banish burnout with this deck of 60 easy-to-do-anywhere prompts that encourage sanity, serenity, and wellness in your place of work, wherever that may be. Burnout is common in today's work culture. Whether due to long hours, excessive workloads, or lack of work-life balance, we all know someone who has felt overwhelmed at work. Enter The Work Wellness Deck: 60 actionable suggestions that will restore a sense of well-being in the workplace and banish burnout once and for all. Packaged in a portable format, the deck is organized into three categories: REFRESH (mental health), FLOW (physical health), and CONNECT (work relationships). Prompts include office stretches that help your posture, breathing exercises to manage stress, a gratitude practice to focus on the positive, and networking ideas to build meaningful relationships. Individuals can keep the deck on their desk or in their bag, pulling a card to start the day or as a midday mindfulness break, teams can use the cards to set a group intention, and company leaders can distribute this deck to employees as a wellness perk. No matter how it's used, The Work Wellness Deck will help people in all industries build resiliency, improve productivity, communicate effectively, and forge connection—no matter where they work. BURNOUT IS COMMON: Whether you work from home and struggle to delineate work and personal time, or you work long hours at an office, it is common to feel overworked and overwhelmed at one point or another. The Work Wellness Deck is an effective tool in preventing and/or diminishing feelings of burnout. PERFECT FOR COMPANIES: Small businesses, company leaders, and HR reps in every industry—tech, finance, healthcare, law, media, nonprofits, retail, and more—can distribute this deck to their employees as a way to encourage them to prioritize their health and wellness. LITTLE-PUBLISHED SLICE OF WELLNESS: Wellness is a huge trend, but beyond self-help books on the topic, there isn't much accessible publishing on wellness in the workplace. This one-of-a-kind format is practical but still giftable, and fills that gap. Perfect for: • People who work and want to prioritize their own wellbeing • Anyone who feels burned-out • Job-changers • New graduates • HR reps and company leaders (for themselves or their employees); especially as a welcome gift for new hires, or a gift for a workplace anniversary or promotion

wellness gift cards for employees: Corporate Wellness Programs Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 Corporate Wellness Programs offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

wellness gift cards for employees: Workplace Wellness: Healthy Employees, Healthy Families, Healthy ROI ,

wellness gift cards for employees: *Workplace Wellness that Works* Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with

tangible solutions for real-world implementation. Harnessing a broader learning and development framework, *Workplace Wellness That Works* skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

wellness gift cards for employees: *Workplace Wellness Programs: Promoting Employee Health and Wellbeing* Julian Paterson, *Workplace Wellness Programs: Promoting Employee Health and Wellbeing* is an essential guide for employers and HR professionals seeking to enhance the health and productivity of their workforce. This comprehensive book covers every aspect of designing, implementing, and sustaining effective wellness programs, from physical health initiatives and mental health support to financial wellness and creating a healthy work environment. With practical strategies, real-world case studies, and insights into the latest technology and trends, this book provides the tools and knowledge needed to create a thriving workplace where employees can achieve their best both personally and professionally. Whether you are starting from scratch or looking to improve existing programs, this book is your roadmap to fostering a culture of wellness and success.

wellness gift cards for employees: *Wellness at Work: Strategies for Healthier, Happier Employees* Bev Hill, *Wellness at Work: Strategies for Healthier, Happier Employees* is a comprehensive guide that delves into the multifaceted aspects of workplace wellness. This book offers practical insights and actionable strategies to improve the physical, mental, and social wellbeing of employees. Covering essential topics such as work-life balance, organizational culture, financial wellness, and personal development, it provides a holistic approach to fostering a healthier work environment. With real-world case studies and evidence-based practices, this guide is an invaluable resource for HR professionals, managers, and anyone committed to enhancing employee wellbeing and organizational success. Whether you're looking to start a wellness program or enhance an existing one, this book will help you create a thriving workplace where employees can truly flourish.

wellness gift cards for employees: *Wellness Leadership* Judd Allen, 2008-01-01 *Wellness Leadership* empowers managers, wellness committee members and other wellness champions to create a workplace culture that supports healthy lifestyles. Such a culture of health saves lives, cuts medical costs, enhances productivity, improves morale and adds new vitality to work groups. *Wellness Leadership* explains how to create a shared wellness vision, serve as an effective role model, align cultural influences and monitor/celebrate success. Revealing self-tests, a culture survey, information about legal issues, guidelines for establishing wellness committees, leadership stories and checklists take the guesswork out of creating a culture of health.

wellness gift cards for employees: *Next-Generation Wellness at Work* Stephenie Overman, 2009-09-15 *Fact: Wellness programs benefit the bottom line.* Motorola, for example, found that each dollar invested in wellness benefits returned \$3.93 in health and disability cost savings. *Next-Generation Wellness at Work* tells how to get in on the action. A nuts-and-bolts, how-to guide for managers, it delivers the latest thinking on how to take full advantage of the benefits that wellness programs can offer both employees and companies. And the effort couldn't be more important. With the soaring cost of medical care and the increase in obesity and lifestyle-related illnesses, there is growing recognition that companies must build a culture of health and enable employees to become better guardians of their own well being. This book illustrates, in detail, exactly how to accomplish those goals. Good health saves in ways that go beyond smaller insurance premiums. It also has a direct relationship with employee productivity, making wellness a matter of high-level strategy. However, many workplace wellness programs are not as effective as they could be. They are not comprehensive, not long-term, and not marketed to the people who could benefit most. Wellness expert Stephenie Overman helps managers take practical steps to overcome these deficiencies and build successful workplace wellness programs that result in tangible, bottom-line benefits for organizations. And the book starts from the ground up, first by explaining how to take a company's temperature, get management buy-in, and design a program that fits a company's unique needs and situation. Building a program is one thing, but will they come? That's where Overman's

expertise is essential: She shows how to motivate workers to take advantage of the program and reap its many benefits. And she explains how to partner with local health providers and integrate methods to promote psychological well being, two key ingredients for success. Not many corporate programs benefit both employees and the company equally, but a well-planned wellness initiative will boost the health and productivity of employees, leading to a happier—and more competitive—workplace.

wellness gift cards for employees: *Mental Health in the Workplace* Michelle B. Riba, Sagar V. Parikh, John F. Greden, 2019-02-13 This book offers a guide to better understanding models of workplace mental health, as well as best practices for mental health professionals, employee assistance groups, employers and employees alike. The cost of depression at the workplace is staggering, both in terms of absenteeism and productivity loss while at work, and in terms of human and family suffering. Depression is highly prevalent and affects employees' concentration, decision-making skills and memory, contributing to accidents and quality issues. Analyses indicate that the returns on investment for workplace mental health programs are significant, with employers reporting lower productivity-related financial losses and less need staff turnover due to mental health conditions. The book also addresses substance use and misuse, and ways to address such problems.

wellness gift cards for employees: Mandated Benefits Compliance Guide The Wagner Law Group, 2021-12-10 Mandated Benefits 2022 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers, benefits specialists, and company executives in all industries. This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits-related regulations.

wellness gift cards for employees: *Workplace Wellness* Rose Karlo Gantner Ed.D., 2012-03-01 Workplace Wellness is a guide for business leaders, managers, and consultants who want to decrease health care costs even as they improve employee productivity, satisfaction, and health conditions. -- from xi

wellness gift cards for employees: *Healthy You, Healthy Team, Healthy Company: How to Implement an Employee Wellness Program in Your Organization* Joshua DeTillio, 2021-08-31 Nothing is more important to your company than your employees, and nothing is more important to your employees than their health. A wellness plan can keep your team happy, fit, and motivated while lowering business costs and increasing efficiency. All you need is a roadmap to success—which Joshua DeTillio can provide. DeTillio has more than sixteen years' experience in health care and hospital administration, including creating a popular hospital-wide wellness program. In *Healthy You, Healthy Team, Healthy Company*, he presents an essential how-to guide on building and maintaining your own wellness plan. In eight stages, ranging from learning how to be an inspiration to incentivizing participation to using data to refine practices, DeTillio will show you how to increase loyalty and morale while decreasing health-care costs. Filled with personal anecdotes and easy-to-implement techniques, *Healthy You, Healthy Team, Healthy Company* will launch you to the forefront of a wellness revolution.

wellness gift cards for employees: *Accelerated Workplace Wellness Intensive* Mahi MKV, 2023-04-18 In today's fast-paced corporate world, employee wellness is no longer a luxury, it's a necessity. As a leader or manager, it's important to recognize that your employees' well-being is directly linked to their productivity and ultimately, the success of your organization. Investing in your employees' mental and physical health is not only a moral obligation, but it's also a smart business decision. This book is for leaders, business owners, and managers who want to create a positive work environment and promote employee wellness. In this book, we'll explore the obstacles that prevent organizations from prioritizing employee wellness, and provide practical solutions to help you overcome them. We'll dive deep into the mental health challenges that employees face and how it impacts their work. We'll explore how holistic wellness practices, such as Mindfulness, Breathwork, Meditation and Neuro-Linguistic Programming, can help enhance wellness and

performance at the workplace. Communication is also a key factor in creating a healthy workplace. We'll discuss how to communicate effectively with employees to create a positive work environment that fosters trust, collaboration, and productivity. We'll also look at how personal care and mental wellness of leaders play a crucial part in the growth and success of their teams and the organisation and discuss strategies for them to achieve these. By the end of this book, you'll have the tools and knowledge to create a corporate culture that prioritizes employee wellbeing. You'll be able to reduce absenteeism, attrition, and healthcare costs, and increase employee engagement, job satisfaction, and ultimately, your bottom line.

wellness gift cards for employees: *Incentive* , 2008 Managing and marketing through motivation.

wellness gift cards for employees: *Integrating Employee Health* Institute of Medicine, Food and Nutrition Board, Committee to Assess Worksite Preventive Health Program Needs for NASA Employees, 2005-09-29 The American workforce is changing, creating new challenges for employers to provide occupational health services to meet the needs of employees. The National Aeronautics and Space Administration (NASA) workforce is highly skilled and competitive and employees frequently work under intense pressure to ensure mission success. The Office of the Chief Health and Medical Officer at NASA requested that the Institute of Medicine review its occupational health programs, assess employee awareness of and attitude toward those programs, recommend options for future worksite preventive health programs, and ways to evaluate their effectiveness. The committee's findings show that although NASA has a history of being forward-looking in designing and improving health and wellness programs, there is a need to move from a traditional occupational health model to an integrated, employee-centered program that could serve as a national model for both public and private employers to emulate and improve the health and performance of their workforces.

wellness gift cards for employees: Mandated Benefits 2020 Compliance Guide Brustowicz, Delano, Gabor, Salkin, Wagner and Watson, 2019-12-23 Mandated Benefits 2020 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers, benefits specialists, and company executives in all industries. This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits-related regulations. Mandated Benefits 2020 Compliance Guide includes in-depth coverage of these and other major federal regulations and developments: HIPAA: Health Insurance Portability and Accountability Act Wellness Programs: ADA and GINA regulations Mental Health Parity Act, as amended by the 21st Century Cures Act Reporting Requirements with the Equal Employment Opportunity Commission AAPs: final rules Pay Transparency Act Mandated Benefits 2020 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. In addition, Mandated Benefits 2020 Compliance Guide provides the latest information on: Family and Medical Leave Substance Abuse in the Workplace Workplace Health and Safety Recordkeeping and Documentation Integrating ADA, FMLA, Workers' Compensation, and Related Requirements Significant Developments at the EEOC Affirmative Action Plans Retirement Savings Plans and Pensions Pay Practices and Administration Health, Life, and Disability Insurance Managing the Welfare Benefits Package Human Resources Risk Management And much more! Previous Edition: Mandated Benefits 2019 Compliance Guide, ISBN 9781543800449

wellness gift cards for employees: Mandated Benefits 2024 Compliance Guide Wagner,
wellness gift cards for employees: Stress, Wellness, and Performance Optimization

Nilesh Thakre, B. Udaya Kumar Reddy, 2024-02-06 This volume examines the intertwined concepts of stress, performance, and wellness and offers insight and strategies for providing support to individuals and organizations for effective performance optimization. The book considers new constructs in the area of organizational stress and provides a comprehensive review of wellness as well as performance aspects, offering unique perspectives and empirical findings. The book first discusses organizational constraints and summarizes the many factors within workplaces that negate effective job performance (disruptions, lack of supplies, equipment, or training, etc.). It discusses well-being interventions, giving practical examples that combine theory and practice. The moderating effect of situation-specific support is considered as is the role of family and spirituality in creating resilience in leadership and organizations in different cultural contexts. New technology, such as wearable devices and computer-based software applications, are considered, highlighting their potential to provide employers with guidance as to how they can enable their employees to self-manage their wellness and productivity. Other topics include anxiety habit loops —how they are formed, their debilitating impact, and various strategies that can break these dysfunctional habit loops and replace them with more functional and constructive habits, better leading to reduced anxiety, stronger mental well-being and resilience; measuring work-life balance and life satisfaction; the effects of perceived organizational justice and generational cohort on burnout and self-efficacy and the association between burnout and self-efficacy; and more.

wellness gift cards for employees: *Occupational Health Services* Tee L. Guidotti, 2013 Workers and their families, employers, and society as a whole benefit when providers deliver the best quality of care to injured workers and when they know how to provide effective services for both prevention and fitness for duty and understand why, instead of just following regulations. Designed for professionals who deliver, manage, and hold oversight responsibility for occupational health in an organization or in the community, *Occupational Health Services* guides the busy practitioner and clinic manager in setting up, running, and improving healthcare services for the prevention, diagnosis, treatment, and occupational management of work-related health issues. The text covers: an overview of occupational health care in the US and Canada: how it is organized, who pays for what, how it is regulated, and how workers' compensation works how occupational health services are managed in practice, whether within a company, as a global network, in a hospital or medical group practice, as a free-standing clinic, or following other models management of core services, including recordkeeping, marketing, service delivery options, staff recruitment and evaluation, and program evaluation depth and detail on specific services, including clinical service delivery for injured workers, periodic health surveillance, impairment assessment, fitness for duty, alcohol and drug testing, employee assistance, mental health, health promotion, emergency management, global health management, and medico-legal services. This highly focused and relevant combined handbook and textbook is aimed at improving the provision of care and health protection for workers and will be of use to both managers and health practitioners from a range of backgrounds, including but not limited to medicine, nursing, health services administration, and physical therapy.

wellness gift cards for employees: *Talk to the Elephant* Julie Dirksen, 2023-08-18 What do you do when your learners know what to do but still aren't doing it? Training is created with the goal of changing learners' behaviors, but anyone who has created learning experiences knows that there's a big gap between knowing and doing. You can create an engaging learning experience that informs and helps people remember, but often those people go back to their regular world and continue to do things the same way they always have. In the last few decades, the fields of psychology, behavioral economics, and other behavioral sciences have brought an enormous amount of scientific research into helping people with behavior change. Only a fraction of that research has made its way back into learning design. *Talk to the Elephant: Design Learning for Behavior Change* shows you how to add critical tools to your learning design toolbox to affect behavior change. You'll find out how to use frameworks and strategies from behavioral science to help you research and analyze challenges, feel more confident that you're solving the right problem, and design and test

solutions that can help people with difficult behavior changes. By the end of this book, you'll be able to Map the change journey of your learners and identify their path Assess and clearly communicate the value of the change Use motivation models to better understand what learners really care about Utilize evidence-based models like the COM-B Model to analyze behavior-change challenges Use a diagnostic checklist to determine whether you actually have a training problem Identify behavior-change techniques to address your specific challenges

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wellness gift cards for employees: *Rule the Rules of Workplace Wellness Programs* Barbara J. Zabawa, JoAnn M. Eickhoff-Shemek, 2017

wellness gift cards for employees: **Cracking Health Costs** Tom Emerick, Al Lewis, 2013-06-07 Cracking Health Costs reveals the best ways for companies and small businesses to fight back, right now, against rising health care costs. This book proposes multiple, practical steps that you can take to control costs and increase the effectiveness of the health benefit. The book is all about rolling back health care costs to save companies and employees money. Working hand-in-hand with their employees, businesses need to ensure that, whenever feasible, employees with the most expensive diagnoses get optimal treatment at hospitals not practicing "volume-driven" medicine for higher profits. Less than 10% of employees incur 80% of costs. About 20% of patients have been completely misdiagnosed, while many others are simply the victims of surgeons who are either practicing bad medicine or overtreating for profit. For example, some companies, such as Walmart and Lowe's, are turning to the "Centers of Excellence" approach author Tom Emerick helped to pioneer while running benefits for Walmart. By determining which hospitals are adopting the highest standards of care, benefits managers can reduce the number of unnecessary high-cost surgeries and improve employees' overall health. The solution-based approach offered by the book is unique, because it can be implemented by businesses today.

wellness gift cards for employees: Health, Tourism and Hospitality Melanie Smith, Laszlo Puczko, 2014-02-03 Health, Tourism and Hospitality: Spas, Wellness and Medical Travel, 2nd Edition takes an in-depth and comprehensive look at the growing health, wellness and medical tourism sectors in a global context. The book analyses the history and development of the industries, the way in which they are managed and organised, the expanding range of new and innovative products and trends, and the marketing of destinations, products and services. The only book to offer a complete overview and introduction to health, tourism and hospitality this 2nd Edition has been updated to include: • Expanded coverage to the hospitality sector with a particular focus on spa management. • New content on medical tourism throughout the book, to reflect the worldwide growth in medical travel with more and more countries entering this competitive market. • Updated content to reflect recent issues and trends including: ageing population, governments encouraging preventative health, consumer use of contemporary and alternative therapies, self-help market, impacts of economic recession, spa management and customer loyalty. • New case studies taken from a range of different countries and contexts, and focusing on established or new destinations, products and services such as: conventional medicine, complementary and alternative therapies, lifestyle-based wellness, beauty and cosmetics, healthy nutrition, longevity and anti (or active)-ageing, amongst others. Written in a user friendly style, this is essential reading for students studying health, tourism and hospitality.

wellness gift cards for employees: *Recognizing & Engaging Employees For Dummies* Bob Nelson, 2015-09-28 Improve engagement, productivity, and motivation with effective employee recognition Recognizing and Engaging Employees for Dummies gives you the tools and information

you need to improve morale, productivity, and personal achievement with a successful employee recognition program. Written by a world-leading authority in employee recognition, this book walks you step-by-step through the design and implementation process and describes the incentives that work, the behaviors to reward, and the mechanisms that must be in place for the program to be effective in the long term. You'll learn how to pinpoint the places where engagement and recognition could improve the bottom line, and how to structure the reward for optimal balance between motivational, financial, and organizational effectiveness. With clear explanations and a fun, friendly style, this book is your quick and easy guide to boosting productivity, profit, and customer satisfaction. Most Americans who leave their jobs cite lack of recognition as the driving factor. When your employees feel appreciated, they stick around, work harder, achieve more, and drive your business onward and upward. This book shows you how to bring that dynamic to your workplace, with step-by-step guidance and helpful advice. Design successful recognition programs Create powerful incentives for employees Reduce turnover, improve engagement, and drive excellence Foster a happier and more productive workplace Happy employees are productive employees. They get results. They innovate. They are the force behind the advancement of industries. Effective employee recognition programs are self-sustaining motivational tools that keep the fire lit. If you're ready to spark the flame, *Recognizing and Engaging Employees for Dummies* is the ideal guide for designing, implementing, and maintaining the program your employees have been waiting for.

wellness gift cards for employees: *Fundamentals of U.S. Health Care* Jahangir Moini, Morvarid Moini, 2017-04-07 All health care students must be familiar with the basic concepts of health care in the United States. This introductory textbook presents vital information on health care careers and legal, ethical, financial, and policy issues that will help their future practice. It includes chapters on: careers in the health care profession; the complexity of health care; the Patient Protection and Affordable Care Act; professionalism in health; health care for special populations; the Occupational Safety and Health Administration (OSHA) standards; research and advancements in health care; the future of health care. *Fundamentals of U.S. Health Care* is unique in the way it highlights the important elements of each health career, including job requirements, length of study, and salaries. With the student in mind, this book is accompanied by a website that features detailed PowerPoints and test banks with more than 1,000 review questions. Well-organized and easily understood, this overview provides a reliable, relevant resource and up-to-date reference. It is essential reading for all allied health students, including nurses, surgical technicians, dental hygienists, radiology technicians, medical assistants, pharmacy technicians, physician assistants, and more.

wellness gift cards for employees: *Ask a Manager* Alison Green, 2018-05-01 From the creator of the popular website *Ask a Manager* and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for *Ask a Manager* "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library Journal (starred review) "I am a huge fan of Alison Green's *Ask a Manager* column. This book is even

better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

wellness gift cards for employees: Restoring Quality Health Care Scott W. Atlas, 2020-09-08 The Affordable Care Act (ACA) granted the federal government unprecedented regulatory authority over health insurance and the health care industry. Those changes ignore the fundamental problems with the existing system: the incentives that have caused runaway costs and excluded millions of Americans from accessing the world's best medical care. Many former ACA supporters now push for an even more extreme takeover of the US system: overt single-payer health care, or “Medicare for All.” In *Restoring Quality Health Care*, Dr. Scott W. Atlas offers a fundamentally different approach to improving America's health care system. Instead of framing the debate with the traditional trade-offs—fewer benefits versus higher taxes—his plan is modeled around a new paradigm: restoring the appropriate market-based incentives to increase the quality of health care and reduce its costs. He proposes a six-point reform plan for US health care centering on lower-cost catastrophic coverage and universal, significantly expanded health savings accounts (HSAs). The plan transforms the US health care system and enhances innovation by instilling market-based competition and empowering consumers through incentives and strategic deregulation. Most important, the health care reforms in this plan reflect the key principles held by Americans concerning what they value and expect from health care in terms of access, choice, and quality.

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driving innovation. The Encyclopedia of Strategic Leadership and Management investigates emergent administrative techniques and business practices being utilized within corporate and educational settings. Highlighting empirical research and best practices within the field, this encyclopedia will be an authoritative reference source for students, researchers, faculty, librarians, managers, and leaders across various disciplines and cultures.

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129 S. Ct. 1456 (4/1/09), that a collective bargaining agreement clause that clearly obligates union members to arbitrate ADEA claims is enforceable. The Supreme Court held that federal labor law preempts a California law that forbade employers that receive state contracts or other funding to discuss union matters with employees. As long as employers avoid coercion, federal law seeks to promote wide-open debate on labor issues: *Chamber of Commerce v. Brown*, 128 S. Ct. 2408 (2008). Another Supreme Court ruling discussed allows unions to charge non-members who pay agency fees in lieu of joining the union amounts representing certain expenses of national litigation: *Locke*

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initiatives in real time. * Primary Care Transformation with telemedicine as the hub * The Wealth from Health Navigation and Reward System * Environmental Housecall (asthmatics) * Race to Zero (palliative care) * Community Health Trust (social determinants) * Help the Helper (caregiver program) * Precision Medicine and AI (leverage data) * High Value Care Center (diagnostic and management accuracy) * Survivorship Programs (Cancer, HIV, Sickle Cell, Depression, and others

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working successfully in an ever-tougher economy—this is the rewards bible.

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