

wellness programs for corporates

Wellness Programs for Corporates: Boosting Employee Wellbeing and Productivity

Are you tired of seeing your employees constantly stressed, burnt out, and less productive? Do you want to foster a healthier, happier, and more engaged workforce? Then it's time to seriously consider implementing wellness programs for corporates. This comprehensive guide delves into the world of corporate wellness, exploring the benefits, various program types, successful implementation strategies, and frequently asked questions. We'll equip you with the knowledge to choose and launch a program that truly makes a difference in your company's bottom line and employee well-being.

Why Invest in Wellness Programs for Corporates?

The benefits of corporate wellness programs extend far beyond happy employees. They represent a strategic investment with a significant return on investment (ROI). Studies consistently show that a healthy workforce is a more productive workforce. By prioritizing employee well-being, companies can expect:

Increased Productivity and Efficiency: Healthy employees take fewer sick days, resulting in reduced absenteeism and increased output. They're also more focused and engaged, leading to higher quality work.

Reduced Healthcare Costs: Wellness programs often include preventative measures like health screenings and health education, which can lead to early detection of health issues and lower overall healthcare expenses.

Improved Employee Morale and Engagement: Showing employees that you care about their well-being fosters a sense of loyalty and appreciation, boosting morale and reducing employee turnover.

Enhanced Company Reputation and Brand: Companies known for their commitment to employee well-being attract and retain top talent, enhancing their reputation as an employer of choice.

Reduced Workplace Accidents: Wellness programs often include safety training and ergonomic assessments, leading to a safer work environment and fewer workplace injuries.

Stronger Company Culture: Wellness initiatives create a more positive and supportive work environment, fostering collaboration and teamwork.

Types of Wellness Programs for Corporates

The ideal wellness program is tailored to the specific needs and preferences of your workforce. Here are some popular options:

Fitness and Wellness Challenges: These can range from step-count competitions to team-based fitness activities, encouraging physical activity and friendly competition.

Health Screenings and Preventative Care: Offering regular health screenings, such as blood pressure checks, cholesterol tests, and biometric screenings, can help identify potential health risks early on.

Ergonomic Assessments and Workplace Adjustments: Ensuring employees have properly adjusted workstations can prevent musculoskeletal injuries and improve comfort and productivity.

Stress Management Programs: Techniques like yoga, meditation, mindfulness training, and stress-reduction workshops can help employees manage stress effectively.

Mental Health Support: Providing access to mental health resources, such as Employee Assistance Programs (EAPs) and counseling services, is crucial for addressing mental health concerns.

Nutrition and Weight Management Programs: Workshops on healthy eating, nutritional counseling, and weight management strategies can promote healthier lifestyles.

Financial Wellness Programs: Offering financial literacy workshops and resources can help employees manage their finances effectively, reducing stress and improving overall well-being.

Health Education and Wellness Workshops: These workshops can cover a range of topics, from smoking cessation to disease prevention and healthy lifestyle choices.

On-site Amenities: Providing facilities like gyms, wellness rooms, or even healthy food options in the cafeteria can greatly encourage employee participation in wellness initiatives.

Successfully Implementing Wellness Programs for Corporates

The success of a corporate wellness program hinges on careful planning and execution. Here are key considerations:

Needs Assessment: Conduct a thorough assessment to understand your employees' health needs and preferences. Surveys, focus groups, and health data analysis can be invaluable tools.

Program Design and Customization: Tailor your program to your workforce's specific needs, offering a variety of options to appeal to a broad range of interests and preferences.

Communication and Engagement: Promote your wellness program effectively, highlighting its benefits and encouraging participation. Use multiple channels—emails, intranet, posters, and even company-wide announcements.

Leadership Support and Buy-in: Secure buy-in from senior leadership to demonstrate a genuine commitment to employee well-being. Leadership participation can greatly boost employee engagement.

Measurement and Evaluation: Track key metrics, such as participation rates, employee health outcomes, and absenteeism, to evaluate the program's effectiveness and make adjustments as needed.

Incentives and Rewards: Offer incentives and rewards to motivate employees to

participate and maintain healthy lifestyles. This could include gift cards, discounts on gym memberships, or even extra vacation days.

Sustainability: Design your program to be sustainable in the long term. Consider ongoing maintenance, adjustments based on feedback, and securing long-term budget allocation.

Choosing the Right Wellness Partner

For larger organizations, partnering with a specialized wellness provider can significantly streamline the process. These providers bring expertise in program design, implementation, and evaluation. Look for providers with proven track records and a flexible approach to customization.

Conclusion

Implementing wellness programs for corporates isn't just a trend; it's a strategic investment in your company's future. By prioritizing employee well-being, you'll cultivate a healthier, happier, and more productive workforce, ultimately leading to a more successful and thriving business. Remember to choose programs tailored to your employees' needs, promote them effectively, and measure their impact to ensure long-term success. Invest in your employees, and they will invest in your company.

FAQs

1. How much does a corporate wellness program cost? The cost varies greatly depending on the program's scope, size of your company, and the services included. Some programs offer tiered pricing or customizable packages to fit different budgets.
1. How do I measure the ROI of a wellness program? Track key metrics such as reduced healthcare costs, decreased absenteeism, improved productivity, and employee satisfaction. A comprehensive evaluation will help determine the return on your investment.
1. What if my employees aren't interested in participating? Promote the program effectively, emphasizing its benefits, and offer various options to cater to diverse interests. Incentives and rewards can also encourage participation.

1. Can I implement a wellness program gradually? Yes, you can start with a pilot program targeting a specific department or group, then expand based on its success and employee feedback.

1. What legal considerations should I keep in mind? Ensure your wellness program complies with all relevant privacy laws (like HIPAA in the US) and avoids discriminatory practices. Consult legal counsel to ensure compliance.

wellness programs for corporates: *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 programs for corporates: *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 programs for corporates: *Workplace Wellness Programs Study* Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

wellness programs for corporates: *Healthy Employees, Healthy Business* Ilona Bray, Ilona M. Bray, 2012 Helps business owners and managers target the main health concerns in the workplace and implement low-cost or free programs to increase productivity, boost morale, lower workplace

stress, and potentially lower health insurance costs--

wellness programs for corporates: 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 programs for corporates: Rule the Rules of Workplace Wellness Programs Barbara J. Zabawa, JoAnn M. Eickhoff-Shemek, 2017

wellness programs for corporates: Corporate Wellness Programs R. J. Burke, A. M. Richardsen, 2014 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 into the workplace. Previous research evidence surrounding corporate wellness programs is reviewed, to illustrate reduced health care costs, higher levels of employee well-being, greater work engagement, higher levels of performance, and financial gains on well-being investment costs. In this innovative book, various chapters examine the planning, implementation and evaluation of corporate wellness initiatives with guidance on how to introduce these programs in one's workplace. In addition, organizational case studies highlight best practices and lessons to be learned from them.

wellness programs for corporates: The Wellness Syndrome Carl Cederström, Andre Spicer, 2015-02-04 Not exercising as much as you should? Counting your calories in your sleep? Feeling ashamed for not being happier? You may be a victim of the wellness syndrome. In this ground-breaking new book, Carl Cederström and André Spicer argue that the ever-present pressure to maximize our wellness has started to work against us, making us feel worse and provoking us to withdraw into ourselves. The Wellness Syndrome follows health freaks who go to extremes to find the perfect diet, corporate athletes who start the day with a dance party, and the self-trackers who monitor everything, including their own toilet habits. This is a world where feeling good has become indistinguishable from being good. Visions of social change have been reduced to dreams of individual transformation, political debate has been replaced by insipid moralising, and scientific evidence has been traded for new-age delusions. A lively and humorous diagnosis of the cult of wellness, this book is an indispensable guide for everyone suspicious of our relentless quest to be happier and healthier.

wellness programs for corporates: Building a Resilient Workforce Institute of Medicine,

Board on Health Sciences Policy, Planning Committee on Workforce Resiliency Programs, 2012-07-18 Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security (DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary: Defines workforce resilience and its benefits such as increased operational readiness and long-term cost savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete listing of the speakers, panelists, and planning committee members.

wellness programs for corporates: *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 programs for corporates: *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 programs for corporates: *Let My People Go Surfing* Yvon Chouinard, 2016-09-06 Wonderful . . . a moving autobiography, the story of a unique business, and a detailed blueprint for hope. —Jared Diamond, Pulitzer Prize-winning author of *Guns, Germs, and Steel* In this 10th anniversary edition, Yvon Chouinard—legendary climber, businessman, environmentalist, and founder of Patagonia, Inc.—shares the persistence and courage that have gone into being head of one of the most respected and environmentally responsible companies on earth. From his youth as the son of a French Canadian handyman to the thrilling, ambitious climbing expeditions that inspired his innovative designs for the sport's equipment, *Let My People Go Surfing* is the story of a man who brought doing good and having grand adventures into the heart of his business life—a book that will deeply affect entrepreneurs and outdoor enthusiasts alike.

wellness programs for corporates: *The Stop & Go Fast Food Nutrition Guide* Steven G. Aldana, 2007 The *Stop & Go Fast Food Nutrition Guide* shows you how to navigate the fast food maze and choose foods that are actually good for you. The guide uses the colors of the stop light (red, yellow, and green) to help individuals choose foods that lead toward or away from good health.

The Stop & Go Fast Food Nutrition Guide is the only guide that shows you how to navigate the fast food maze and identify fast foods that are actually good for you. With the help of a nationally recognized panel of nutrition experts, Dr. Aldana has color coded almost 3,500 fast foods from 68 different restaurants. Now you can sort through the fast food maze and select the healthy foods and avoid the unhealthy ones. Keep the guide in your glove box for easy access.

wellness programs for corporates: *Fatal Flaws of Employee Wellness Programs* Alison Brehme, 2019-10-22 Corporate wellness doesn't work. That's because most corporate wellness programs are suffering from one or more fatal flaws. That means that the goals of the program will always fall flat. And then the goals you have for your employees don't come to fruition - you'll either feel like your begging them to participate or that you're offering them benefits they don't want (and don't use)! Either way, it's a waste of time, money, and effort! Corporate wellness is more than benefits or perks. It's more than healthy snacks or gym discounts. And it certainly isn't One Size Fits All! Your organization is unique. This book shows you a customizable road map to guide you in creating a corporate wellness program that's right for your company, no matter its size. You will create clear goals, make decisions based on data, have fun when implementing the program, and remember to adjust as you go so you can improve your results. Alison Brehme brings an all-new approach to employee wellness that is easy to understand, implement, and get results. She's a Certified Corporate Wellness Consultant with over fifteen years' experience in corporate advertising so she's experienced first-hand workaholicism, chronic pain, and saw how burnout and stress took a toll on her own health as well as the health of her colleagues.

wellness programs for corporates: *The Healthy Workplace* Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company's bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? The Healthy Workplace says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they'll kick themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, The Healthy Workplace proves that a company cannot afford to miss out on the ROI of investing in their employees' well-being.

wellness programs for corporates: *A to Z of D-Toxing* Sophia Ruan Gushee, 2015-10-20 Created to be the only reference book that a head of household needs, A to Z of D-Toxing includes hundreds of tips, as well as ten ideas to implement today--Sophia's D-Tox Strategy.

wellness programs for corporates: *The Future of the Public's Health in the 21st Century* Institute of Medicine, Board on Health Promotion and Disease Prevention, Committee on Assuring the Health of the Public in the 21st Century, 2003-02-01 The anthrax incidents following the 9/11 terrorist attacks put the spotlight on the nation's public health agencies, placing it under an unprecedented scrutiny that added new dimensions to the complex issues considered in this report. The Future of the Public's Health in the 21st Century reaffirms the vision of Healthy People 2010, and outlines a systems approach to assuring the nation's health in practice, research, and policy. This approach focuses on joining the unique resources and perspectives of diverse sectors and entities and challenges these groups to work in a concerted, strategic way to promote and protect the public's health. Focusing on diverse partnerships as the framework for public health, the book discusses: The need for a shift from an individual to a population-based approach in practice, research, policy, and community engagement. The status of the governmental public health infrastructure and what needs to be improved, including its interface with the health care delivery system. The roles nongovernment actors, such as academia, business, local communities and the media can play in creating a healthy nation. Providing an accessible analysis, this book will be

important to public health policy-makers and practitioners, business and community leaders, health advocates, educators and journalists.

wellness programs for corporates: All In Josh Levs, 2015-05-12 When journalist Josh Levs was denied fair parental leave by his employer after his child was born, he fought back—and won. Since then, he's become an advocate for modern families and working fathers. In All In, he explores the changing face of fatherhood and what it means for our individual lives, families, workplaces, and society. Fatherhood today is far different from previous generations. Stay-at-home dads are increasingly common, and growing numbers of men are working part-time or flextime schedules to spend more time with their children. Even the traditional breadwinner-dad is being transformed. Dads today are more emotionally and physically involved on the home front. They are “all in” and—like mothers—they are struggling with work-life balance and doing it all. Journalist and “dad columnist” Josh Levs explains that despite these unprecedented changes, our laws, corporate policies, and gender-based expectations in the workplace remain rigid. They are preventing both women and men from living out the equality we believe in—and hurting businesses in the process. Women have done a great job of speaking out about this, Levs—whose fight for parental leave made front page news across the country—argues. It's now time for men to join in. Combining Levs' personal experiences with investigative reporting and frank conversations with fathers about everything from work life to money to sex, All In busts popular myths, lays out facts, uncovers the forces holding all of us back, and shows how we can all join together to change them.

wellness programs for corporates: Wellbeing at Work Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the “other stock price” for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

wellness programs for corporates: Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Management Association, Information Resources, 2021-07-16 The recent COVID-19 pandemic has emphasized the importance of safety and ergonomics in the workplace. From work-life balance and mental health to risk prevention, maintaining a healthy and happy workforce has become essential for the progress of every company. Moreover, ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic. It is imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce. The Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce is a comprehensive reference source that provides the latest emerging research on diversity management and initiatives as well as occupational health and safety practices in the workplace. These concepts are necessary for global workplaces to remain safe, efficient, and inclusive. Covering topics such as employee equity, human resources practices, and worker

wellbeing, this anthology provides an excellent resource for researchers, human resources personnel, managers, safety officers, policymakers, CEOs, students, professors, and academicians.

wellness programs for corporates: Mental Wellness Programs for Employees R.H.

Egdahl, D.C. Walsh, W.B. Goldbeck, 2012-12-06 Address to the Conference on Employee Mental Wellness by Walter B. Wriston, Chairman, Citicorp The mental well-being of employees is a subject of fundamental importance to each of us, our companies, our professions, and the nation. Both the Washington Business Group on Health and Boston University's Center for Industry and Health Care should be commended for the timely initiative this conference represents. I hope it will be come an ongoing effort to improve the mental health services to the nation's private sector workers and their dependents. I have had a deep interest in the delivery of health care for a long time, both from the perspective of a major employer and from my participation in the governance of New York Hospital-Cornell Medical Center. It has also been my privilege to chair the Business Round table's Task Force on Health and to serve on the President's Labor Management Committee which, among other things, has been working on health care problems. This experience obviously does not give me any claim to special expertise on the issue of mental health. It may prove helpful, however, as we work together formulating our thoughts about the nation's health system, the role of industry, and where the mental health issue fits into the picture.

wellness programs for corporates: 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 programs for corporates: 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 programs for corporates: Thrive Arianna Huffington, 2014-03-25 In *Thrive*, Arianna Huffington makes an impassioned and compelling case for the need to redefine what it means to be successful in today's world. Arianna Huffington's personal wake-up call came in the form of a broken cheekbone and a nasty gash over her eye--the result of a fall brought on by exhaustion and lack of sleep. As the cofounder and editor-in-chief of the Huffington Post Media Group--one of the fastest growing media companies in the world--celebrated as one of the world's most influential women, and gracing the covers of magazines, she was, by any traditional measure, extraordinarily successful. Yet as she found herself going from brain MRI to CAT scan to echocardiogram, to find out if there was any underlying medical problem beyond exhaustion, she wondered is this really what success feels like? As more and more people are coming to realize, there is far more to living a truly successful life than just earning a bigger salary and capturing a corner office. Our relentless pursuit of the two traditional metrics of success--money and power--has led to an epidemic of burnout and stress-related illnesses, and an erosion in the quality of our relationships, family life, and, ironically, our careers. In being connected to the world 24/7, we're losing our connection to what truly matters. Our current definition of success is, as *Thrive* shows, literally killing us. We need a new way forward. In a commencement address Arianna gave at Smith College in the spring of 2013, she likened our drive for money and power to two legs of a three-legged stool. They may hold us up temporarily, but sooner or later we're going to topple over. We need a third leg--a third metric for defining success--to truly thrive. That third metric, she writes in *Thrive*, includes our well-being, our ability to draw on our intuition and inner wisdom, our sense of wonder, and our capacity for compassion and giving. As Arianna points out, our eulogies celebrate our lives very differently from the way society defines success. They don't commemorate our long hours in the office, our promotions, or our sterling PowerPoint presentations as we relentlessly raced to climb up the career ladder. They are not about our resumes--they are about cherished memories, shared adventures, small kindnesses and acts of generosity, lifelong passions, and the things that made us laugh. In this deeply personal book, Arianna talks candidly about her own challenges with managing time and prioritizing the demands of a career and raising two daughters--of juggling business deadlines and family crises, a harried dance that led to her collapse and to her aha moment. Drawing on the latest groundbreaking research and scientific findings in the fields of psychology, sports, sleep, and physiology that show the profound and transformative effects of meditation, mindfulness, unplugging, and giving, Arianna shows us the way to a revolution in our culture, our thinking, our workplace, and our lives.

wellness programs for corporates: ACSM's Worksite Health Handbook American College of Sports Medicine, 2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health-related productivity losses. As companies more fully realize the impact of healthy workers on the financial health of their organization, health promotion professionals seek support to design and implement interventions that generate improvements in workers' health and business performance. The second edition of *ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies* connects worksite health research and practice to offer health promotion professionals the information, ideas, and approaches to provide affordable, scalable, and sustainable solutions for the organizations they serve. Thoroughly updated with the latest research and expanded to better support the business case for worksite programs, the second edition of *ACSM's Worksite Health Handbook* includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada, Europe, and the United States. The book's mix of research, evidence, and

practice makes it a definitive and comprehensive resource on worksite health promotion, productivity management, disease prevention, and chronic disease management. ACSM's Worksite Health Handbook, Second Edition, has the following features: -An overview of contextual issues, including a history of the field, the current state of the field, legal perspectives, and the role of health policy in worksite programs -A review of the effectiveness of strategies in worksite settings, including economic impact, best practices, and the health-productivity relationship -Information on assessment, measurement, and evaluation, including health and productivity assessment tools, the economic returns of health improvement programs, and appropriate use of claims-based analysis and planning -A thorough discussion of program design and implementation, including the application of behavior change theory, new ways of using data to engage participants, use of technology and social networks to improve effectiveness, and key features of best-practice programs -An examination of various strategies for encouraging employee involvement, such as incorporating online communities and e-health, providing incentives, using medical self-care programs, making changes to the built environment, and tying in wellness with health and safety The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program. You'll also find four in-depth case studies that offer innovative perspectives on implementing programs in a variety of work settings. Each case study includes a profile of the company, a description of the program and the program goals, information on the population being served, the results of the program, and a summary or discussion of the program. Throughout the book you'll find practical ideas, approaches, and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers' health and business performance. The book is endorsed by the International Association for Worksite Health Promotion, a new ACSM affiliate society. Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice-based information and approaches inside ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies, Second Edition. The e-book for ACSM's Worksite Health Handbook, Second Edition, is available at a reduced price. It allows you to highlight, take notes, and easily use all the material in the book in seconds. The e-book is delivered through Adobe Digital Editions® and when purchased through the Human Kinetics site, access to the content is immediately granted when your order is received. Adobe Digital Editions® System Requirements Windows -Microsoft® Windows® 2000 with Service Pack 4, Windows XP with Service Pack 2, or Windows Vista® (Home Basic 32-bit and Business 64-bit editions supported) -Intel® Pentium® 500MHz processor -128MB of RAM -800x600 monitor resolution Mac PowerPC -Mac OS X v10.4.10 or v10.5 -PowerPC® G4 or G5 500MHz processor -128MB of RAM Intel® -Mac OS X v10.4.10 or v10.5 -500MHz processor -128MB of RAM Supported browsers and Adobe Flash versions Windows -Microsoft Internet Explorer 6 or 7, Mozilla Firefox 2 -Adobe Flash® Player 7, 8, or 9 (Windows Vista requires Flash 9.0.28 to address a known bug) Mac -Apple Safari 2.0.4, Mozilla Firefox 2 -Adobe Flash Player 8 or 9 Supported devices -Sony® Reader PRS-505 Language versions -English -French -German

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research, provides practical guidance on how companies can resolve the paradoxical challenges they face. How can they be at the same time profitable and responsible, effective and ethical, sustainable and adaptable? It explores what businesses are doing, what they can and should do to effectively respond to external challenges, and focuses on how leaders can create cultures, strategies, and designs far beyond “business as usual”. Stewards must not only make proper current use of that which they hold in trust, they also must leave it in better condition for use by future generations. Corporate Stewardship challenges managers, executives, and directors of global corporations to think and act as stewards of both their organizations and the physical and social environments in which they operate.

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wellness programs for corporates: The Burnout Epidemic Jennifer Moss, 2021-09-28 Named one of 10 Best New Management Books for 2022 by Thinkers50 Named to the shortlist for the 2021 Outstanding Works of Literature (OWL) Award in the Management & Culture Category In this important and timely book, workplace well-being expert Jennifer Moss helps leaders and individuals prevent burnout and create healthier, happier, and more productive workplaces. We tend to think of burnout as a problem we can solve with self-care: more yoga, better breathing techniques, and more resilience. But evidence is mounting that applying personal, Band-Aid solutions to an epic and rapidly evolving workplace phenomenon isn't enough—in fact, it's not even close. If we're going to solve this problem, organizations must take the lead in developing an antiburnout strategy that moves beyond apps, wellness programs, and perks. In this eye-opening, paradigm-shifting, and practical guide, Jennifer Moss lays bare the real causes of burnout and how organizations can stop the chronic stress cycle that an alarming number of workers suffer through. The Burnout Epidemic explains: What causes burnout—and what organizations can do to prevent it Why traditional wellness initiatives fall short How companies can build an antiburnout strategy based on prevention, not perks How leaders can measure burnout in their own organizations What leaders can do to develop a healthier culture that prioritizes resilience and curiosity As the pandemic has shown, self-care is important, but it's not a cure-all for burnout. Employers need to do more. With fascinating research, new findings from the pandemic, and interviews with business leaders around the globe, The Burnout Epidemic offers readers insightful and actionable advice that will empower them to help themselves—and their employees—feel healthier and happier at work.

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products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive -- but to thrive.

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historical events and perspectives to the present-day Mayo Clinic Share inspiring stories from staff and patients An innovative analysis of this exemplary institution, *Management Lessons from Mayo Clinic* presents a proven prescription for creating sustainable service excellence in any organization.

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icon who, at just three years old, discovered a passion for dance that would eventually fuel a global dance fitness empire. After an early life spent honing her dancing skills and a career as a professional jazz dancer, Judi had an epiphany: why not combine the art of jazz dancing with the science of exercise to help others achieve a healthier, happier self-image and life? The wildly enthusiastic response from her first 15 students inspired her to launch Jazzercise, Inc., the world's leading dance fitness program with a cumulative \$2 billion in global sales. In *Building a Business with Beat*, Judi reveals for the first time the secrets behind the company's five decades of enormous success. In addition to helping millions of men and women improve their health and well-being through the fun and fitness of dance, Judi has inspired 8,500 franchisees to achieve their dream of owning and running their own business. Now, through powerful personal stories, practical proven-successful advice and insights, Judi shares how you, too, can transform your passion into a profitable business. This inspirational guide will teach you how to:

- Create a successful business by discovering and defining your larger purpose
- Use your unique perspectives and abilities to enhance the lives of others
- Deftly handle everyday obstacles and unplanned events
- Develop an open mindset and embrace innovation and new possibilities
- Inspire your staff to connect to a purpose greater than day-to-day work, and more

Filled with helpful tips, smart strategies, and no-nonsense advice, this book is essential reading for anyone who has ever dreamed of creating a thriving, purpose-driven business. The author is living proof that when you're doing what you love, it may not seem like work at all.

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