

benefits of employee wellness program

The Untapped Potential: Unveiling the Profound Benefits of an Employee Wellness Program

Are you tired of seeing your employees dragging themselves to work, their energy levels perpetually in the red? Do you dream of a workplace buzzing with productivity and positivity? Then it's time to seriously consider the transformative power of an employee wellness program. This isn't just about ping pong tables and free fruit (though those are nice perks!). This post delves deep into the tangible and intangible benefits of an employee wellness program, showing you precisely how a well-structured initiative can revolutionize your company culture and bottom line. We'll explore everything from improved employee health and engagement to increased profitability and reduced absenteeism. Get ready to discover the untapped potential waiting to be unlocked within your workforce.

1. Boosting Employee Health & Well-being: The Foundation of Success

A healthy employee is a productive employee. This seemingly simple statement holds immense weight. An effective employee wellness program addresses the holistic well-being of your team, encompassing physical, mental, and emotional health. This might include:

Fitness initiatives: Subsidized gym memberships, on-site fitness classes (yoga, Zumba, etc.), walking groups, and even challenges to encourage physical activity.

Nutrition education: Workshops on healthy eating, access to nutritional counseling, and promoting healthy food options in the workplace cafeteria.

Mental health support: Access to Employee Assistance Programs (EAPs), mindfulness training, stress management techniques, and mental health resources.

Ergonomic assessments: Ensuring workstations are ergonomically sound to prevent musculoskeletal issues and promote comfort.

By proactively investing in your employees' health, you're not just fulfilling a social responsibility; you're laying the foundation for a more productive and engaged workforce.

2. Skyrocketing Productivity & Engagement: A Win-Win Scenario

A healthier workforce translates directly to increased productivity. When

employees feel good, they perform better. Wellness programs contribute to:

Reduced sick days: Healthier employees are less likely to call in sick, leading to fewer disruptions and increased operational efficiency.

Improved focus and concentration: By addressing stress and promoting well-being, you create an environment where employees can focus better and be more productive during their working hours.

Enhanced creativity and innovation: A positive and supportive work environment fosters creativity and encourages employees to think outside the box.

Increased job satisfaction and engagement: Investing in your employees' well-being shows you care, leading to higher job satisfaction and a stronger sense of loyalty. This translates to reduced turnover, saving you significant recruitment and training costs.

3. Reducing Healthcare Costs: A Significant Return on Investment (ROI)

While implementing a wellness program requires an initial investment, the long-term ROI is substantial. By promoting healthy habits, you can significantly reduce healthcare costs through:

Lower absenteeism: Fewer sick days directly translate to reduced healthcare claims.

Prevention of chronic diseases: Wellness programs encourage healthy lifestyle choices, helping prevent costly chronic illnesses like heart disease, diabetes, and obesity.

Improved employee morale: A healthier workforce is a happier workforce, leading to a reduction in stress-related illnesses and associated healthcare expenses.

The cost savings from reduced healthcare claims often far outweigh the initial investment in the program, making it a financially sound decision for your business.

4. Strengthening Company Culture & Teamwork: Fostering a Positive Environment

A successful wellness program transcends the individual; it fosters a stronger company culture. It builds a sense of community and camaraderie among employees through:

Team-building activities: Wellness initiatives often incorporate team-based activities, fostering collaboration and strengthening relationships.

Improved communication: Wellness programs provide opportunities for employees to connect with each other and management on a more personal level.

Increased employee morale: A supportive and caring workplace environment improves morale, leading to a more positive and productive work culture.

Enhanced employer branding: Companies known for their commitment to employee well-being attract and retain top talent, enhancing their employer brand.

5. Improved Employee Retention: Keeping Your Top Performers

In today's competitive job market, retaining talented employees is crucial. A robust wellness program plays a key role in:

Increased loyalty: Employees who feel valued and cared for are more likely to remain loyal to their employer.

Reduced turnover: Lower turnover rates translate to significant cost savings in recruitment, training, and lost productivity.

Attracting top talent: Companies with strong wellness programs are attractive to prospective employees seeking a supportive and healthy work environment.

Conclusion

Investing in an employee wellness program is not an expense; it's a strategic investment that yields substantial returns. From improved employee health and productivity to reduced healthcare costs and increased retention, the benefits are undeniable. By prioritizing the well-being of your workforce, you create a more productive, engaged, and profitable organization. Embrace the transformative power of employee wellness and unlock the full potential of your team.

FAQs:

1. How much does an employee wellness program cost? The cost varies greatly depending on the size of your company, the specific programs offered, and the level of customization. Some programs can be implemented at minimal cost, focusing on simple initiatives like walking groups or healthy eating workshops. Others might require significant investment in gym memberships, on-site facilities, or external wellness consultants.

1. How do I measure the effectiveness of my employee wellness program? Track key metrics such as employee participation rates, absenteeism rates, healthcare costs, employee satisfaction scores (through surveys), and productivity levels. Compare these metrics before and after implementing the program to assess its impact.

1. What if my employees aren't interested in participating? Start with a

pilot program, offering a limited selection of initiatives and actively soliciting employee feedback. Tailor the program to address the specific needs and interests of your workforce. Highlight the benefits clearly and make participation voluntary to avoid creating resentment.

1. How do I choose the right wellness program for my company? Consider your company culture, employee demographics, budget, and available resources. Assess the needs and preferences of your workforce through surveys and focus groups. Partner with a wellness consultant to help design a program that aligns with your specific goals and resources.
1. What are some common mistakes to avoid when implementing a wellness program? Avoid a "one-size-fits-all" approach; personalize the program to your employees' needs. Don't mandate participation; encourage voluntary engagement. Ensure you have strong leadership support and track your progress to make adjustments as needed. Don't underestimate the importance of measuring and evaluating the program's success.

benefits of employee wellness program: 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.

benefits of employee wellness program: 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.

benefits of employee wellness program: 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.

benefits of employee wellness program: 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.

benefits of employee wellness program: A Review of the U.S. Workplace Wellness Market Soeren Mattke, Christopher Schnyer, Kristin R Van Busum, 2012-11-28 This paper describes the current state of workplace wellness programs in the United States, including typical program components; assesses current uptake among U.S. employers; reviews the evidence for program impact; and evaluates the current use and the impact of incentives to promote employee engagement.

benefits of employee wellness program: 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.

benefits of employee wellness program: Corporate Stewardship Susan Albers Mohrman, James O'Toole, Edward E. Lawler III, 2017-09-29 Stewardship entails a profound understanding and acceptance of the challenges that result from the organization's interdependence with the societal and ecological contexts in which it operates—and of what it takes to embrace the challenges to be a force for building a viable future. This book dares to ask 'why' business leaders should embrace stewardship in the current market where profit reigns supreme. A shift in approach represents fundamental change for the corporate world, and even the most advanced corporations consider themselves to be in the starting block of this transition. The book sets out the practical ways in which corporate stewardship can be achieved through embedding new approaches across the different functions of a business. This book, written by the leading thinkers in sustainability 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.

benefits of employee wellness program: 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.

benefits of employee wellness program: Wellbeing: The Five Essential Elements Tom Rath, James K. Harter, 2010-05-04 Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

benefits of employee wellness program: 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--

benefits of employee wellness program: 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

benefits of employee wellness program: 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

benefits of employee wellness program: 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.

benefits of employee wellness program: Emerging Theories in Health Promotion Practice and Research Ralph J. DiClemente, Richard A. Crosby, Michelle C. Kegler, 2002-06-03 Having so many theories put together thoughtfully, proximally, in a single book will help the field come to grips with what the role is of theories as we go forward and address the individual actions, and societal and community influencers of individual action, that promote healthy behaviors. --Jim Marks, director, National Center for Chronic Disease Prevention and Health Promotion, Centers for Disease Control and Prevention New and longstanding threats to public health, such as violence, drug misuse, HIV/AIDS, and homelessness are creating an ever greater demand for innovative theories that are responsive to the changes in the larger social environment. This important work is designed to fill the demand by assembling a careful selection of new and emerging health promotion theories into a single volume, written with an emphasis on practical application of theory to health promotion and health education programs.

benefits of employee wellness program: *Workplace Health Promotion Programs* Carl I. Fertman, 2015-10-05 Shine a spotlight on the benefits of promoting health in the workplace Workplace Health Promotion Programs focuses on the incredible value that employee health programs can offer by exploring six key topics: behavioral health, physical health, healthy environments, health education, nutritional health, and physical activity. This in-depth resource explicitly establishes what successful workplace health promotion programs, services, and collaborations are, and then builds upon this foundational understanding by introducing methods and tools for promoting employee health and safety, while emphasizing the skills students need to do so. Through this resource, students will come to understand how to recognize employee health and safety opportunities, and how to think on a larger scale when it comes to workplace health initiatives in small, mid-sized, and larger employers that are comprehensive and fiscally sound. Workplace health promotion programs have the potential to both improve the health of the population as a whole and control healthcare spending in the process. Health problems are estimated to cost employers in the United States over \$200 billion per year through medical costs, absenteeism, disability, and overall reduced productivity. Improving well-being through effective workplace health promotion programs can reduce this cost—and create healthier, happier workforces. Discover the design, implementation, and evaluation of workplace health promotion programs that address the range of employee health needs and concerns Understand how evidence-based programs can positively impact business and reduce health care cost Explore the larger scale implications of successful workplace health programs, including health policies, health insurance design, worker safety, employee behavior, etc. Learn how together employers and employees work to create a culture of health and well-being to support and promote employee health and safety Review the ways in which successful workplace health promotion programs can prove financially beneficial Workplace Health Promotion Programs is a resource that guides students and professionals alike in the discovery, development, and execution of successful employee health initiatives.

benefits of employee wellness program: *Management Lessons from the Mayo Clinic* (PB) Leonard L. Berry, Kent D. Seltman, 2008-05-31 Management Lessons from Mayo Clinic reveals

for the first time how this complex service organization fosters a culture that exceeds customer expectations and earns deep loyalty from both customers and employees. Service business authority Leonard Berry and Mayo Clinic marketing administrator Kent Seltman explain how the Clinic implements and maintains its strategy, adheres to its management system, executes its care model, and embraces new knowledge - invaluable lessons for managers and service providers of all industries. Drs. Berry and Seltman had the rare opportunity to study Mayo Clinic's service culture and systems from the inside by conducting personal interviews with leaders, clinicians, staff, and patients, as well as observing hundreds of clinician-patient interactions. The result is a book about how the Clinic's business concept produces stellar clinical results, organizational efficiency, and interpersonal service. By examining the operating principles that guide every management decision at this legendary healthcare institution, the authors Demonstrate how a great service brand evolves from the core values that nourish and protect it Extrapolate instructive business lessons that apply outside healthcare Illustrate the benefits of pooling talent and encouraging teamwork Relate 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.

benefits of employee wellness program: *A Design Thinking, Systems Approach to Well-Being Within Education and Practice* National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Global Health, Global Forum on Innovation in Health Professional Education, 2019-04-04 The mental health and well-being of health professionals is a topic that is broad, exceptionally relevant, and urgent to address. It is both a local and a global issue, and affects professionals in all stages of their careers. To explore this topic, the Global Forum on Innovation in Health Professional Education held a 1.5 day workshop. This publication summarizes the presentations and discussions from the workshop.

benefits of employee wellness program: *ReSYNC Your Life* Samir Becic, 2017-10-31 Named “#1 Fitness Trainer in the World” four times in a row, health and fitness expert Samir Becic motivates readers to become a stronger, leaner, smarter, and happier version of themselves in 28 days by using his revolutionary and highly effective ReSYNC® Method. Samir Becic is one of the most celebrated fitness trainers in the world. His revolutionary ReSYNC® Method shows people how to resync their minds and bodies for optimum health and fitness so that they live fully and healthy, the way God created them. A whole body-mind approach, ReSYNC® is an alternative training program that encompasses physical fitness, nutritional health, and mental and spiritual balance. The power of the ReSYNC® Method comes from its simplicity. It uses the body's own movement and natural resistance instead of costly or heavy equipment, which allows followers to push their bodies to their full potential without harming themselves. As a result, athletes and exercise buffs consistently tout it as more effective than gym training. The nutrition plan includes foods that lead to glowing health, a leaner physique, and increased brain power. And the spiritual component encourages prayer and meditation techniques linked to better health. Samir Becic's proven strategies, implemented with tens of thousands of clients for more than 15 years--from Lakewood Church to Bally Total Fitness Clubs--will help readers ReSYNC® their body, mind, and spirit to be everything they were meant to be.

benefits of employee wellness program: *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.

benefits of employee wellness program: *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.

benefits of employee wellness program: 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.

benefits of employee wellness program: State of The Global Workplace Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere - and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for 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.

benefits of employee wellness program: Workstation Design for Current Office Environments, 1985

benefits of employee wellness program: Smart Church Management: A Quality Approach to Church Administration Patricia S. Lotich, 2020-01-17 Church leaders understand that managing the

day-to-day operations of a church can be challenging because of limited resources, managing volunteer labor, and supporting the needs of the congregation. **Smart Church Management: A Quality Approach to Church Administration, Third Edition** is an updated guide for managing the resources of a church - which is people, time and money. This book provides tools and examples for decision making and problem-solving for church administration that is easy to understand and more importantly, quick to implement! This book also includes discussion questions to provoke thought and discussion for church teams. This book is ideal for ministry students, church boards, church leadership and church administrators.

benefits of employee wellness program: Creating Healthy Organizations Graham Lowe, 2012-09-28 The current global economic environment is defined by unprecedented uncertainty, a premium placed on knowledge, and the threat of future talent scarcity. Key to an organization's success under these conditions is its ability to strengthen the links between people and performance. **Creating Healthy Organizations** provides executives, managers, human resource professionals, and employees an action-oriented approach to forging these connections by creating and sustaining vibrant and productive workplaces. A healthy organization operates in ways that benefits all stakeholders, including employees, customers, shareholders, and communities. Using a wide range of examples from a variety of internationally based industries, Graham Lowe integrates leading practices with research on workplace health and wellness, quality work environments, employee engagement, organizational performance, and corporate social responsibility to make a compelling business case for creating healthy, resilient, and sustainable organizations. **Creating Healthy Organizations** offers readers, whether CEOs or front-line workers, an innovative framework and practical tools for planning, implementing, and measuring healthy change in their workplaces.

benefits of employee wellness program: Transforming Workplace Wellness Cw Margaret Stockley Rn, 2016-02-08 **Transforming Workplace Wellness: Practical Strategies to Inspire Sustainable Change** provides the latest evidence-based information needed to create and maintain a successful holistic wellness program. As change agents, members of the wellness team are charged with developing creative strategies that inspire, engage, and initiate positive behavior-change. **Transforming Workplace Wellness** equips teams to be creative in their methodology and combine winning content with engaging events. The result is an immensely readable book that provides innovative content and practical takeaways for today's wellness programs. It offers a practical, mainstream approach that will appeal to a broad range of professionals who can benefit from reading this book, regardless of the size of their organization or industry. In addition to expanding on the methodology and business processes, **Transforming Workplace Wellness Programs** includes: Evidence-based strategies to motivate and engage employees and assist teams who are developing a new program as well as those who want to incorporate fresh ideas to an existing program Program components, incentives, coaching, work-flow, and data evaluation to improve performance of interventions 101 low-to-no-cost ideas to support and promote a strategy for organizational effectiveness and economic resilience plus an index of resources

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concept substantially different from developing general leadership; (2) build a service quality information system; and (3) create a comprehensive service strategy based on the four principles of great service: reliability, surprise, recovery, and fairness. He demonstrates how these four principles, when adopted by the leadership and infused into the systems of a service company, are the building blocks of the framework and form the anchor for implementation. Berry shows how the artistry of great service can be systematically created from this foundation through a company's organizational structure, technology, and often under utilized human resources assets. He challenges service managers to set their service quality aspirations higher, and his innovative, practical ideas will help them achieve those higher standards. Linking service excellence to value creation, Berry provides solid financial reasons for the necessity of great service. Here, at last, is the book for which managers in every service industry have waited: Leonard Berry's operating manual for turning plans for great service into action.

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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.

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