



6-Step Plan to Build an Employee Wellness Program in Your Company

Create an environment where employees can
Be Well, through improved health,
well-being, and quality of life.

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Wellness Assessment

About Terryberry



WHY WELLNESS?

80% of employers offer preventative wellness resources and education.

70% provide full strategic wellness programs

59% of employers offering wellness programs report improved worker health

The cost of employee healthcare is a top concern for executives and HR in businesses today. In response, many businesses have increased their efforts to encourage healthy lifestyles for their employees.

What is the Return on Investment?

+Lower Healthcare Costs

+Fewer Sick Days

+Reduced Stress

+Increased Job Satisfaction

= 8% Improvement in Productivity, and 3:1 return on investment

<http://www.benefitspro.com/2016/05/10/wellness-programs-benefit-employers-employee>

Most Importantly, better wellness means better lives.

BUILD A WELLNESS PLAN

1. Appoint a Wellness Champion or Wellness Team

Your organization's wellness team "owns" your wellness initiative. This person or group should be passionate about health and wellbeing and invested in making a difference in your organization's wellness culture.

2. Develop a Plan for Consistency

Consistency is crucial for the success of your wellness program. Budget resources (time and money) to support your program for the long term. Plan out your year ahead with monthly challenges, a regular communication plan, and ongoing incentives.

3. Identify Your Organization's Health Priorities

Conducting a Health Risk Assessment is a great way to start. The results will help you understand what health challenges are prevalent in your group. For example, do you have a large population of smokers? Is weight management a challenge for many employees? Would your employees benefit from better nutrition and exercise habits? Design wellness initiatives that best target key areas of concern.

Be familiar with HIPAA regulations and be sure your wellness initiatives protect your employees' private health information.

BUILD A WELLNESS PLAN

4. Design Wellness Campaigns - Make Them Fun!

Hold a unique wellness campaign each month.

Often, the most successful wellness initiatives...

- Involve group interaction/participation
- Encourage ongoing healthy habits
- Should be attainable for most
- Are enjoyable!

IDEAS: 12 Monthly Challenges

1. 50,000 Steps | walk 50,000 steps per week
2. Sleep Well | get 7-8 hours of sleep per night at least 20 days
3. Apple a Day | eat 2 servings of fruit at least 20 days
4. Run for Fun | participate in a community fun run during the month
5. Leafy Greens | eat leafy greens at least 20 days
6. Be Grateful | give verbal or written appreciation at least 20 times
7. Be Hydrated | drink 64 oz water per day at least 20 days
8. Time to Eat | turn off devices & eat slowly at least 40 meals during the month
9. Safe Sun | be outside with sunscreen 20 mins/day at least 20 days
10. Be Flexible | stretch 15 minutes at least 20 days
11. Give Back | participate in a charity event during the month
12. Manage Stress | practice deep breathing 3x per day at least 20 days

BUILD A WELLNESS PLAN

5. Communication is Key

Kick off your wellness program with a fun launch event. Help your employees understand why the wellness program is important, how it works, and ways they can participate. Terryberry can help with wellness-themed promotional items.

Ongoing Communication must be a part of your wellness plan. Communicate wellness initiatives several times and using several different channels. It takes 11 impressions for your message to stick!

A Social feed for your wellness incentive program may encourage reluctant employees to join in by seeing their peers earn rewards for participation. Terryberry can help you setup a social feed using our Give a WOW module.

Wellness Communication Ideas: Use emails, videos, newsletters, posters, intranet, social media, and regular reminders.

Terryberry wellness MONTHLY CHALLENGE

APRIL = LAUGH MORE
Laugh more to cultivate humor and happiness

Starting: Friday, April 1st

50 Terryberry WELLNESS Points

INSTRUCTIONS

1. Post the Health Challenge Calendar where you will see it daily (bathroom, kitchen, bedroom, etc.)
2. Record the number of days you enjoy a good laugh.
3. Use the calendar to record the actions and choices you make to help laughing become a regular part of your life.
4. At the end of the month, total the number of days you enjoyed a good laugh. You must do this on at least 22 days this month to complete this challenge. Then keep up this practice for a lifetime of best health.

APRIL 2014

APRIL 2014	S	M	T	W	T	F	S	S
1	2	3	4	5	6	7	8	9
10	11	12	13	14	15	16	17	18
19	20	21	22	23	24	25	26	27
28	29	30	1	2	3	4	5	6

If you have any question at all, please direct them to welness@terryberry.com

Terryberry wellness

“To create an environment where Terryberry employees can be well, through improved health, well-being, and quality of life.”

be well

Please visit the Wellness Corner for additional opportunities and activities
home.terryberry.com > Wellness Corner

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WELLNESS INCENTIVES

6. Recognize and Reward Healthy Behaviors

Get employees participating in your wellness program by recognizing and rewarding healthy behaviors.

Follow this simple plan for easy-to-manage wellness incentives.

Wellness Points Program

Implement an **AwardPoints** program for Wellness. Employees will earn points for healthy behaviors. Points can be accumulated and redeemed for merchandise awards. Terryberry can help you get your Wellness Points Program set up.

Award 300-600 Wellness Points to each employee upon completing a health risk assessment.

Award 50-100 Wellness Points to each employee upon completing a monthly challenge.



Jennifer Whelpley and 7 others received 765 Points for Biometrics

Category	Points
Biometrics:	220
Health Risk Assessment:	545

WELLNESS ASSESSMENT

Once your wellness program has been in place for a year, it's important to assess how you are doing.

Review Your Health Stats

Assess your organization's improvement in aggregate health statistics since your baseline measurements.

Employee Survey

Ask employees how you're doing and what you can do to improve.

Sample Wellness Program Assessment Survey

Did you participate in at least X wellness events this year?

- yes
 no

Are there areas you would like to see more emphasis in the wellness program?

- No
 Yes, please describe _____

Do you feel like you are informed of wellness activities in advance?

- Yes
 No *if no, how would you like to receive this information _____

Are there barriers to prevent you from participating in wellness activities? If yes, please describe _____

On a scale of 1 to 7, how good of a job do you think we are doing at bringing more awareness of wellness within our company (1 - not good, 4 - moderately good, 7 - very good)

- 1 2 3 4 5 6 7

Additional Ideas to Build a Wellness Culture

- Offer reduced-cost or free wellness tools for employees:
Fitbits, pedometers, gym memberships, etc
- Offer healthy food choices in the cafeteria and company events
- Make your campus smoke-free



ABOUT TERRYBERRY

Terryberry is a Full Service Provider of Employee Recognition Solutions

Since 1918 Terryberry has been helping organizations develop, implement and manage effective employee recognition programs. Terryberry has 26 locations in North America and Europe and serves 25,000+ clients worldwide. Terryberry remains a family-owned business.

Terryberry offers imaginative and innovative solutions that engage employees on a deeper level using a balanced approach that addresses day-to-day, informal, and formal employee recognition needs.

Terryberry's Wellness Solutions

Terryberry offers points-based wellness incentives, wellness-themed merchandise rewards, and engraved awards to recognize wellness achievements. To learn more about Terryberry's wellness incentives programs or awards products, visit www.terryberry.com.

The *6 Step Plan to Build an Employee Wellness Program in Your Company* is shared based on the approach Terryberry has used with their own employees and that earned recognition among the best and brightest companies in wellness.

