WELLNESS!
WHY IT MATTERS TO YOUR ORGANIZATION
OBJECTIVES

Objective 1 – Learn how to create fun, engaging wellness programs and events for your employees.

Objective 2 – Understand how health and wellness matters to the life of an organization.

Objective 3 – Learn how the local group of professionals who are part of the Working Well can assist you to meet your goals.
MY STORY

Lost 68 lbs in 2008
My heaviest was 238 lbs
Former Weightwatchers leader
City of Tallahassee HR Manager
  • 10 years Athletic Supervisor
  • 3 years Wellness Coordinator
REIMAGINE
Your Health

City of Tallahassee
TWO EVENTS THAT ENCOURAGED ME THE LAST 3 YEARS

WELCOA Conference - San Diego

Gaines Street Bookstore Fire - Dec. 14, 2017

Engineer Jeff Atkinson
HOW TO CREATE FUN

1. Middle managers and management are looked to from team members to actively participate and engage. Have to be involved from the beginning!

Recent study by Gallup found that

Managers Account for 70% of Variance in Employee Engagement
2. Find Wellness Champions for each department

They know the pulse of the department/division
Let them be your “boots on the ground” for marketing/awareness initiatives
Let them help decide what to do
HOW TO CREATE FUN

3. Start Simple-
- Walking Days- Organize short walks in the morning or lunchtime around workplace

National Walking Day - walk to Cascades Park
HOW TO CREATE FUN

Start Simple-
Infused Water Days

Inexpensive but so good at the same Time!
Different infused water recipes:
Strawberries/lemon or
Melons/mint
4. Find local partnerships

Lunch and Learn seminars -

Healthy cooking demonstrations

Local Health Providers- TMH or CRMC professionals (October Breast Cancer Awareness, Metabolic Center, Heart Disease), FSU School of Nutrition and Dietetics

Working Well – provide local professionals to speak on topics (ex: Breastfeeding guidelines)
HOW TO CREATE FUN

Find partnerships
Martial Arts- Basic Self Defense, Intro to Taekwondo
TPD or Sheriff’s Office- Self Defense or RAD Courses
Dole Nutrition Institute- Healthy Recipes, Healthy Tips
www.dole.com
HOW TO CREATE FUN

5. Create Annual Events and Programs

• Wellness and Retirement Conference - Partnership with Retirement, Health/Wellness and Senior Center - “Find their Purpose”

• CRMC sponsored “Mammogram Party”
  • 2016 - 6 participants
  • 2017 - 10 participants
  • 2018 - 12 participants
HOW TO CREATE FUN

4. Create Annual Events and Programs
CRMC sponsored “Mammogram Party”

“Tonya’s Story”
Onsite kickboxing classes

Onsite yoga classes with TFD

Mens Health- Kickball Tournament
HOW TO CREATE FUN

Create Annual Events and Programs

**BetterYou STRIDES**

- Offers a personalized experience to users along with healthy living content and programs
- Centralizes and simplifies program delivery, communications and reporting
- Engages, incents and nudges users to action through an ongoing and informed health dialogue

Employees will be able to integrate apps and devices for challenges, WellCards and Healthy Living Programs
HOW TO CREATE FUN

Fun Intranet
WHY IT MATTERS TO YOU?

Here are some stats that might blow your mind:

• 18% of the GDP is focused on healthcare costs
• This number will double in 2030 to 36%
• 2/3 (66%) of the workforce aren’t fulfilled at their workplace
• Only 2.5% of employees use on average EAP
WHY IT MATTERS TO YOU?

Here’s one more…

#1 Age group for suicides….40-50 white males and #2….

60+- Baby Boomers- What’s their Purpose?
WHY IT MATTERS TO YOU?

Top two trends in wellness:

1. **Stress**
2. **Millennial influence at work**
   - They want to benefit the world and their careers
   - Did you know they have on average an attention span of 8 seconds?
WHY IT MATTERS TO YOU?

Pathway to burnout/stress

- Sleep disturbance
- Withdrawal from people
- Unusual Behavioral

4 Silver Bullets to Relieve Stress

1. Nutrition
2. Exercise
3. Sleep
4. Relationships
How well do you know your employees?

Work is a relationship, not a contract!
HOW WORKING WELL CAN ASSIST

Working Well, Inc. is a non-profit organization that helps organizations design and deliver worksite wellness programs.

Board members representing a “slice” of our community from large and small organizations. We’re committed to helping Tallahassee become America’s healthiest city in which to live, work, and play.
HOW WORKING WELL CAN ASSIST

Signature Events

Corporate Cup Challenge Cup - annual event held in October at Tom Brown Park:

4-person team competing in Running, Biking, Kayak and Strength/Conditioning
Signature Events

CEO Breakfast: annual event held in Jan/Feb to bring together top leaders in the community with a keynote address and recognize award winners for Inspiration, Innovation and Recognition in Corporate Wellness

2019 Inspiration Winner - Lisa Randolph
HOW WORKING WELL CAN ASSIST

**Signature Events**

**Round Table Meetings**: Quarterly luncheon meetings highlighting various health and wellness topics at different locations

**New Programs:**

TOUCH Program- providing onsite speakers to your organization centered around health and wellness

Seal of Approval- a campaign to recognize companies in our community that meet national benchmarks to focus on wellness

Community monthly fitness events

Health Utilization Emphasis- community rated insurance emphasis
CONTACT

Brian Smatt
Wellness Coordinator- City of Tallahassee
850-891-8526
Brian.smatt@talgov.com
Workingwelltoday.org
WHATS YOUR MOTIVATION?
MY MOTIVATION