

Module 7.1 Transcript What's Next?

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Welcome to the final module – “What's Next: Beyond Working on Wellness”

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Congratulations...you did it! You've successfully completed the six steps of the Working on Wellness Development Cycle. You are on your way to creating a work culture that enables your employees to make healthier choices while at work. We hope you feel really great. You've worked hard, you've learned a lot and we want to thank you for your efforts. But the work is not done. Worksite wellness is not something that you can check off of your to do list. Changing culture and changing behaviors take time, fine-tuning and perseverance.

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In this module, you will review the key milestones that you have accomplished thus far and understand the next steps to maintain your momentum and enhance and refine your efforts. By the end of this module, you will be able to:

1. Recap and summarize the Working on Wellness Development Cycle and the key action items for each step
2. Define next steps for initiative sustainability
3. Identify the resources that will be available to you after completing Working on Wellness and
4. Demonstrate the value of partnering for a healthy workforce and your role in making the healthy choice the easy choice

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You have come a long way and accomplished a lot. Let's take a few minutes to recap the steps of the Working on Wellness Development Cycle to see how far you have come in your quest to make the healthy choice the easy choice by partnering for a healthy workforce.

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As you've learned, The Working on Wellness Program Development Cycle has six steps: Buy-In, Assessment, Planning, Community Partnerships, Implementation and Evaluation. The cycle is cyclical. Once you have completed the development cycle you will use your Worksite Wellness Evaluation Report to understand what's working, what's not working, and what needs to be changed and updated. This will allow you to adapt and update your Worksite Wellness Action Plan over time and grow and sustain your wellness efforts. This will improve the quality of your efforts and will re-assess the current landscape of wellness within your organization. Consider going through elements of this process on an annual basis.

Always remember that central to the process, is the connectivity between employees, their employer and the broader community in which they live and work. Through this process, we are partnering together for a healthy workforce. Let's take a few minutes to review the steps and the key milestones for each step of the process.

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In Buy In, you learned how to gain support for wellness interventions from people across all levels of your organization, including senior leaders, managers, and employees.

Ideally you engaged both management and employees to define the business case for the initiative and to identify appropriate resources to successfully implement your wellness efforts.

In addition, you developed a strong organizational infrastructure, including a Wellness Sponsor, Wellness Champion and Wellness Committee. Finally, you identified the values and benefits of the wellness initiative to your organization.

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Take a moment to think about the key actions from the buy in cycle step.

1. Leadership support: Is your Wellness Sponsor actively engaged in the wellness initiative? Does he or she regularly communicate the importance of the wellness initiative on business priorities? Leadership support is crucial to the long-term success of your wellness efforts.
2. Stakeholder engagement: Have you engaged stakeholders from various roles and departments within your organization? Do you have the right “stakeholders” for long-term culture change?
3. Budget: Do you have adequate resources and budget to sustain your efforts?
4. Values and Benefits of the wellness initiative to your organization: Have the values and benefits changed?
5. Wellness Champion: Is your Wellness Champion truly the designated leader for the initiative? Does the champion have the ability to make decisions pertaining to the initiative? Now is the time to make sure that you have the right person for the job!
6. Wellness Committee: Do you have the right people on the committee? Are participants actively engaged and taking responsibility for various tasks and activities? Are you holding regular team meetings? Do you need to swap out committee members to avoid fatigue?

Think about these key elements of the buy-in process and modify accordingly.

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Be sure to go back to the buy in section of your Worksite Wellness Action Plan and revise/update based upon this reflection exercise and meetings along the way with your sponsor and other key leaders within your organization. Be sure to understand if any of these changes affected the business case for wellness programming within your organization.

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In the assessment step of the development cycle, you collected valuable information on employee wellness interests, reviewed state health data to identify common health risks and completed a CDC Worksite Health ScoreCard to assess if your worksite policies and practices support healthy behaviors.

In order to capture change and to ensure that your wellness initiative continues to address the interests of your employees, you will want to repeat the Employee Interest Survey. Ideally, this should be repeated one year from the date of your last survey. You will also want to review updated state health risk data. Additionally, you should update the CDC Worksite Health

ScoreCard to monitor progress and to ensure that your worksite environment enables employees to engage in healthy behaviors while at work.

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Be sure to update the assessment section of your Worksite Wellness Action Plan based upon the data from the second time you survey your workforce with the Interests survey and the updated CDC Worksite Health ScoreCard results.

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In the planning phase, you developed a Worksite Wellness Action Plan that included your policy and initiative goals and objectives based on program priorities, implementation strategies, and evaluation plan. Now that you've created your first plan, you will need to be updating and revising this again on an annual basis. Be sure to note any changes in initiative priority based on data from your updated employee Interest Survey.

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Take a moment to think about the key actions from the planning cycle step.

1. Did you meet your goals and objectives?
2. Have your priorities changed?
3. What does your evaluation data tell you?
4. What feedback have employees given you about your efforts?
5. Have your goals and priorities changed based upon the revised needs and interests of your employees?

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Be sure to go back to the Planning section of your Worksite Wellness Action Plan and revise and update based upon this reflection exercise and meetings you have had along the way with your sponsor and other key leaders within your organization. Once you've concluded whether or not goals and objectives were met, update the planning section with more accurate goals and objectives for the next stage of your initiative.

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The Community Partnerships phase is the fourth step of the development cycle. This step helped you think about how to connect with existing resources in your community that could support and enhance your worksite wellness initiative. This is crucial for long-term success. Wellness cannot happen in isolation. Take advantage of local experts, resources and partnerships to band together for a common goal.

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Now is a great time to update your Community Scan. Were the community partnerships successful? Who did you end up successfully connecting with and how did they support your goals and initiatives? Update your Worksite Wellness Action Plan to reflect this. Be on the look out for new and exciting partnerships that you could tap into for programming, support and best practices. Remember, you are not alone and wellness cannot happen in a bubble. By

partnering for a healthier workforce you can create sustainable partnerships that benefit the community, your organization and your employees.

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During Implementation, you put into place evidence based health promotion programs, policies, practices, and environmental supports and made them available to all employees. This is where the fun happened, as you began to implement marketing and communications strategies to address priority health conditions through targeted interventions. Over time, you will want to expand your interventions to develop comprehensive strategies to create a supportive environment with interventions that address education and awareness, behavior change and policies and environmental supports for each priority area.

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Think about dedicating one of your future team meetings to updating your interventions. The Wellness Champion and Wellness Committee should meet to update your Intervention Worksheets. In addition, you will want to complete Intervention Worksheets for each new intervention or activity that is planned.

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And finally, in the Evaluation step, you systematically investigated the reach, quality, and impact of your worksite wellness initiative to ensure that the wellness initiative is effective, successful, sustainable and worthwhile for your employees and your organization. Over time you will want to ensure that you are able to measure process, impact, and outcomes.

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Please revisit the top three sections of your Worksite Wellness Evaluation Report. These are 1) Organizational Structure 2) Community Collaborations and 3) Process Evaluation. Next, you will want to complete the Outcome Evaluation Section.

This will help set the stage so that you are able to capture impact and results once you have completed a Time Two data collection of the Employee Wellness Interest survey, reviewed updated state health data, and completed another CDC Worksite Health ScoreCard.

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In the spirit of Dr. Seuss: "Congratulations! Today is your day. You're off to great places! You're off and away! You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose." Take the knowledge and tools that you have learned from Working on Wellness and continue to find ways to create a work environment where the default option is the healthy choice.

Please click on the play button to watch a video from the Centers for Disease Control outlining the power of making the healthy choice the easy choice.

Link to video: <http://www.cdc.gov/cdctv/healthyliving/healthyeating/healthy-snacking-philadelphia.html>

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In this module you learned:

- The key steps of the Development Cycle and the milestones for each step;

- The on-going resources that will be available to Working on Wellness sites; and
- The power of partnering together for a healthy workforce

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Thank you for your dedication to improving the health and well-being of your employees and for partnering for a healthy workforce. The next step is to answer a few questions on your experience with Working on Wellness. Your feedback is valuable to us. Click the “What’s Next” quiz link below to start.