

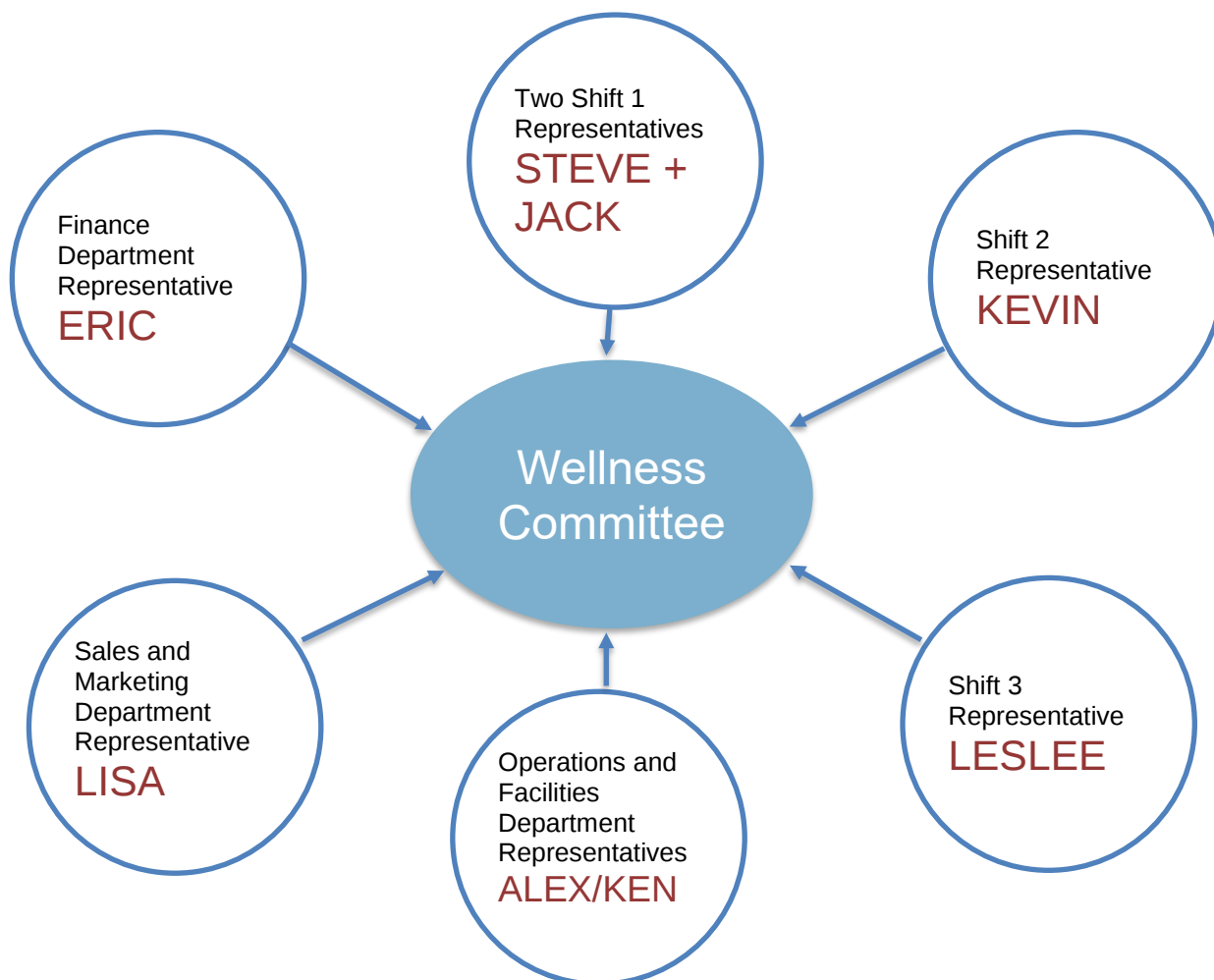
Development Cycle Step: Introduction Overview XYZ Inc. Wellness Committee Composition

Introduction

The purpose of this action step is to identify each of the stakeholder groups in the organization that should be considered for representation on the Wellness Committee. Donna Yee, Wellness Champion and John Zee, Wellness Sponsor for XYZ met to identify groups and individuals that represent significant portions of their employee population, various demographic/diversity and work groups.

Examples of groups are:

- Individual departments
- Salaried/Hourly
- Office workers/remote staff
- Union/Non-Union
- Females/Males
- Professional/Administrative



Selecting and Appointing the Wellness Committee Members

Now that you have identified the key stakeholder groups, the next step is to identify and appoint the individuals that will be on the Wellness Committee. When you are starting your program for the first time, we recommend appointing the individuals rather than asking for volunteers. This ensures that you get the appropriate representation from the key stakeholder groups. It also conveys the message that the wellness program is an organizational priority and that these individuals will be given time during their workday to do the Wellness Committee work.

We suggest that the Sponsor communicates with the managers of each of the appointed Committee members to ensure they agree with the appointment.