IS YOUR ORGANIZATION READY FOR WELLNESS?

Healthy Lifestyle Changes
An Interdisciplinary Approach

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Why are you Here?

- Your backgrounds?
- Why this compelling interest in Wellness?
- What is YOUR personal philosophy of wellness and health?
- Activity level? Nutritional habits? Home & Work environment?
What is Your Environment like at Work?
What is your Employee Culture?
Are your employees involved & interested?
Are they involved in Prevention?
Step Challenge Winners...
co-workers influence
co-workers
5,2,1,0 Winners....
Wellness @ work influences the home
Do they show up?
Integration....

Wellness

Employee
Medical Benefits

Safety
Where do we start?

- Philosophy of wellness? Mission?
- Support: is it present at all levels?
- Organizational culture and your employees health risk behaviors?
- Budget: how will you fund it? FTE?
- How will you market, implement & evaluate it?
- Who are your partners?
- Other?
Mission Statement

“Provide an environment where by Marion County employees can develop healthy lifestyles & will gain skills, knowledge, support, & resources to make lifelong positive changes”

~~ Written Fall - 2008

MC Wellness Advisory Council
Wellness Advisory Council

- Department appointed and approved by their supervisor
- Representative from each Department Division
- Wellness disciples
- Meet monthly (11 months a yr)
- Motivated and passionate
Important to BRAND...

Change is here...
Get Involved!
Same look each time....different text
Other messages...

- Healthy Changes... happening everywhere!
- Stand up for Wellness:
  3 E’s: Educate, Engage, Empower
- Be Strong, Live Long.. the time is right!
Assessment tools used......

- Total Health Assessments
- Biometric Testing (metabolic #'s)
- Health benefit utilization data
- Worker’s comp and injury data
- Employee interest surveys
- Employee testimonies
E/ E testimonies....

“I had never participated in yoga classes prior to working for MC and I have found them to be very beneficial for my back and upper body. I've actually reduced the number of times I've visited a chiropractor over the years thanks to this program.”

“I have lost 80+ pounds over the past 5 years or so by cutting out refined sugar and beginning to be more active... I dragon boat and walk. By doing Zumba and Pilates through Marion Co. classes, it has encouraged me to increase my activity and my confidence in doing things I never thought I could do. Beth Hawk is awesome and inspiring... I love many of the trainers that come in as well... thanks for providing this as a benefit for us... it is very much appreciated. Thanks!”
Role Modeling?

- Building trust
- Being in the trenches
- Good accountability & communication
- Walk the Talk
The 3 E’s:

- Educate
- Empower
- Engage
Executive Management Participates
Safety & Wellness?

- Ergonomics (in office/out in the field)
- Safety:
  - OSHA training requirements
  - Safety Committees
  - Data analysis - sharing
Ergonomics

- Science of the interaction between the worker, the work and the workplace.
- Ergonomic prescription: employee education & work site modifications
- Educating purchasers & vendors
Educate

- Educate employee:
  - neutral spine positioning
  - workstation layout
  - furniture and fixtures
  - healthy lifestyle (at work & at home)
Empower

Trust, honesty, & being open to listen
Good follow through

- Sharing findings
- Keeping up on data analysis and reporting to stakeholders
- Accountable at both ends: employees and supervisors
Engage
Community Partnering

- CHEC: Community Health Education Center / Salem Hospital
- Medical Benefits/Providers
- CHIP (Community Health Improvement Partnership)
- Fitness Clubs / YMCA’s
- Networking with other organizations: SAIF, City of Salem, ODOT, Cherriott’s, ODOT
Wellness Program Report

- Annual initiatives (since 2008)
- Presentations to Department Heads, Elected Officials, and MC Ext team
- Sharing outcomes, data and progress to all employees & wellness council
- Conducting employee surveys
- Providing testimonies
Let your employee’s tell the story

“Unfortunately high blood pressure runs in my family. A couple of years ago my blood pressure was taken at one of the work site wellness challenges and discovered that it was pretty high. They recommended I see my physician, which turned out that I needed to be put on medication. Blood pressure is under control now. Thanks Wellness Program!”
“I was diagnosed with diabetes a little over ten years ago. After I decided to make my lifestyle change and with my weight loss, I have beaten the disease, according to my doctor. I have been off of my medication for almost a year now & I never want to take it again. I feel better and I want to keep up with my diet maintenance. Thank you for listening to my story!”
Is work site wellness worth it?

“The MC Wellness Program keeps me aware of moving in a direction of taking better care of myself. It is not a quick process to change your lifestyle habits. Seeing fitness classes available & WW at Work, ergonomic checks at our desks, etc guides a person to make better health choices. The Wellness Program at MC also cares about you as a person in addition to hopefully lowering health care costs for the county. The attitude that is portrayed thru the wellness coordinator transcends to those around her.”