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Healthy People, Healthy Places:

Creating a healthy organization.





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What's in a name?

- Wellness
- Health and wellness
- Work/life balance
- Healthy organizations

Where does health and safety fit?

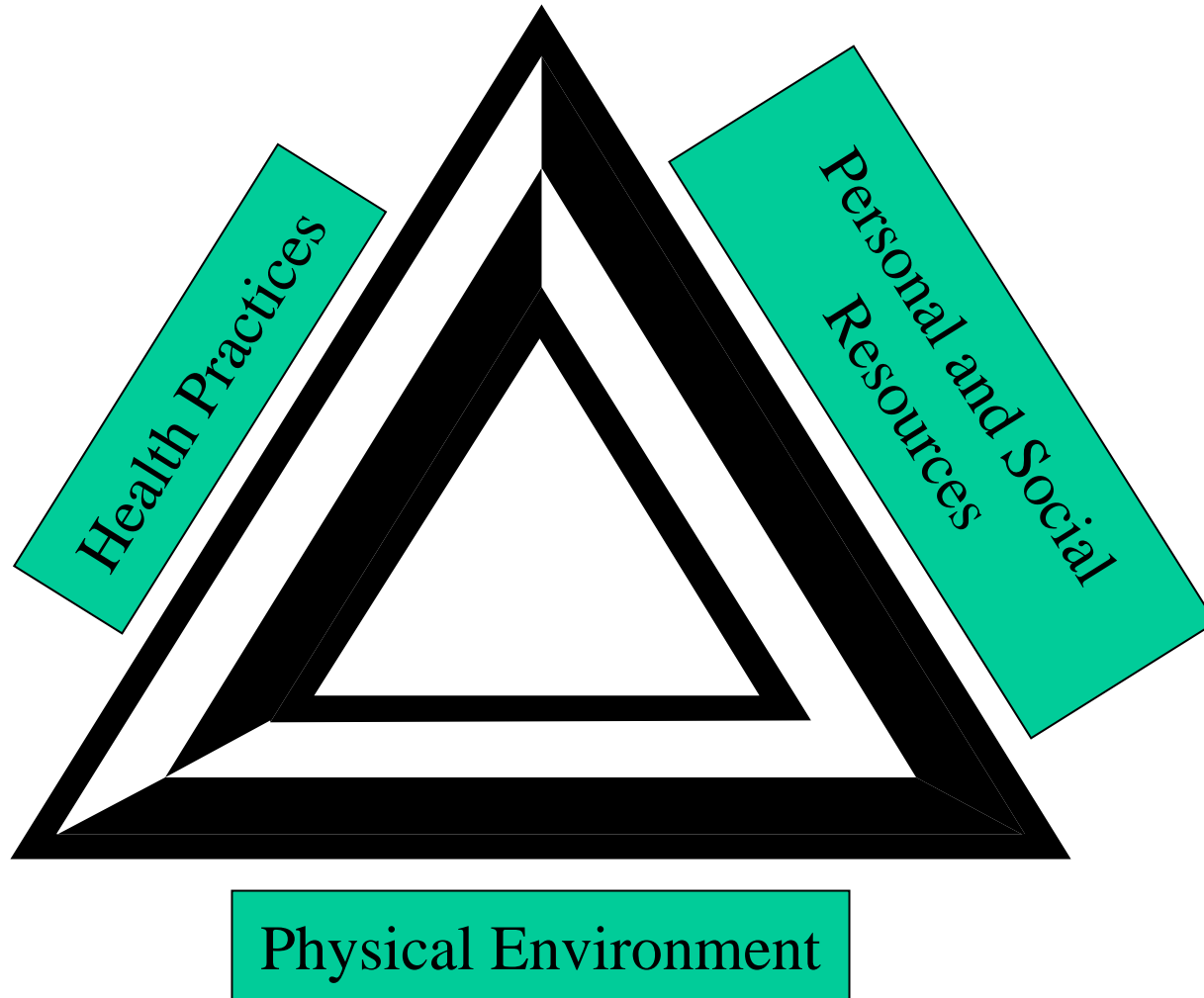




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A Model for a Healthy Organization



Adapted from Health Canada model



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Healthy Practices

- Nutrition
- Physical exercise
- Medical monitoring
- Sleep
- Alcohol and drug use





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Physical Environment

- Control of hazards
- Education and prevention e.g. ergonomics, back care
- Accident investigation and claims management
- Workplace design





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Personal and Social Resources

- Stress and time management
- Resiliency
- Communication and feedback
- Supportive managers, family and co-workers
- The nature of the work – pace, organization and scheduling
- Policies and procedures





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Healthy organizations thrive because they have...

- Healthy leaders and healthy employees
- Loyal, engaged employees
- Creativity and resiliency in the face of change
- A clearly stated and communicated commitment to employee health





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A Healthy Organization Program

- Addresses the needs of all employees, regardless of health status
- Accommodates varying levels of ‘readiness to change’
- Addresses the complexity of health behaviours





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A Healthy Organization Program

- Considers the organizational culture
- Is clearly connected to the corporate goals
- Is implemented by all departments
- Is the responsibility of all managers





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Case Study #1

- Using the Healthy Workplace model, discuss the incident on the next slide.
- Consider possible contributing factors from the three areas:
 - Physical environment
 - Personal and social resources
 - Health practices
- Make at least one recommendation in each area to prevent a recurrence.





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Case Study #1

An employee has fallen in the parking lot while carrying a large, heavy box to her car. She has twisted her ankle and is limping badly. The initial investigation, determines that:

- 1) There is no apparent trip hazard.
- 2) She was being pressured to meet a deadline set by her supervisor for delivery of the material.
- 3) She was reluctant to report the injury to her supervisor.
- 4) She was wearing flip-flop type footwear.
- 5) She regularly skipped lunch to run errands.





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Case Study #1

Identify the contributing factors from the three healthy organization areas:

- the physical environment
- personal and social resources
- health practices

Make one recommendation in each area to prevent a recurrence.





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Get Ready!





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Making the Business Case

- What are the challenges facing the organization?
 - The bottom line
 - Employer of choice
 - Employer/employee relations
- Research how a healthy organization can contribute to the organizations goals
 - Hot issues, horizon issues, strategic goals





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Research tells us....

- In 2004, Canada's population was 11th of 24 countries on an international health scale
- NIOSH has identified healthy organizations as a research priority
- The WCA in BC recognizes workplace stress as a compensable injury





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Research tells us....

- 4 of 7 characteristics of Canada's Top 100 Employers are related to health and wellness
- Nurses working for supervisors with poor management styles showed dramatically higher blood pressure

(All sources in Research section of Resource book)





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Building the Team

- Health and safety
- EAP
- Disability and WSIB claims management
- IT
- Communications
- Research
- HR
- Unions/employee associations or reps
- Ergonomist
- Occupational health team
- Others?





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Identifying the Issues

A sustainable program responds to the important issues for the corporation and for the employees

- Strategic goals
- Hot issues
- Horizon issues
- Needs assessments





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Conducting a Needs Assessment

- A needs assessment can take many forms, depending on the resources available. Some examples:
 - An employee Health Risk Assessment
 - Focus groups of employees
 - Employee surveys
- Healthy Organization Program Inventory





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Senior Management Support

- Find a Champion
- Include healthy organization goals in corporate vision statement
- Hold senior managers accountable
- Provide sufficient personnel and financial resources
- A written policy





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Get Set!





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Program Design

- Inclusive of all employees
- Includes complementary goals and initiatives for employees and the organization
- Initiatives in all organizational health areas
- SMART goals
- Addresses employee needs and interests





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What's in a Plan?

- Policy statement
- Who, what, when, where, how, and why
- Build on success
- Create an identity for the program
- Role of a committee





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Exercise #3

Using the worksheet on page 34 Of the Resource Guide, design a 10,000 step walking program. Include components in each of the 3 healthy organization modules.

- Health practices
- Physical environment
- Personal and social resources





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Go!





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Launching the Program

- Communication is key
- Plan a launch – think BIG
 - CEO announcement or participation
 - Connect it to another high profile event
e.g. Heart and Stroke month
 - Have a health fair
 - Prizes





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Evaluating the Program

- What do I want to know?
- What would success look like?
- What data do I need?
- How will I collect data?
- What will I learn from the data?





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Last words...

*Progress occurs when courageous,
skillful leaders seize the opportunity to
change things for the better.*

Harry S. Truman

