



**Health Alliance Plan  
Worksite Wellness Forum  
May 19, 2009  
Round Table Topic Summaries**

**How to incorporate wellness programs into the workday without disrupting productivity.**

- Hold during lunch breaks / lunch hours.
- Communicate via internet / email / newsletter / flyers.
- Hold quick sessions at work with further implementation done at home.
- Partner with cafeteria to provide healthier menu.
- Hold program in morning – beginning of day or before work (after work not so effective – employees want to go home).
- Secure management approval to hold sessions during work hours. (outline benefits from engagement / motivation. Actually increases productivity).
- Show long-term benefits and cost-savings.
- Increase male population and show statistics, convince to do for family, show that males will attend (not just for females). Make into a competition, convince a “token” male to attend / promote program. Have a male speaker.
- Weight loss jackpot program which would be mostly done at home – just meet to weigh in (% highest lost wins).

**How to promote healthy behaviors in the workplace (i.e. healthy foods in vending machines and cafeterias: smoking cessation; exercise, etc.).**

- Printing out health materials in lunch room – pyramid – refrigerator
- Bring up and promote weight watchers
- Walk along program – “Spring into Action” on website – track exercise – get points – yearly luncheon (coupons / prizes – must have 16 points) home 30”
- Link behaviors to insurance
- Need to hear from outside presenters
- Buy scale for office use
- Introduce new vegetable or fruit each week
- Salad day weekly
- Send quick daily email with tip
- Get a representative from different sections of employees – wellness coordinator – to promote health – find passionate people

### **How to get upper management support for on-site wellness programs, particularly in this economic environment.**

- Attending various wellness seminars and share learnings with employees. Email to all top management to encourage support of health fair. Current economic environment – is an advantage right now due to need to have higher productivity...Doing needs assessment.
- Encourage interest may spark management interest in exploring opportunities – services available free of charge from health plans and other vendors. Utilize free resources.
- Seeing mandatory participation in programs.
- Upper management focus will be interested in stats and ROI; that information is available.
- Recently implemented ACS (Active for Life Programs). Can log activity via internet. Leadership is visibly supporting programs at meetings.
- Budget? – non-profit company –none; can use only free programs. Small wellness budget \$100/mo for 200 employees; CFO and President support because see the value. Provide lunch / small incentives.

### **How to encourage employees to attend workshop / health fairs.**

- Food
- Freebies, raffle, promotional items
- Table check in with each station
- Use value in promotion
- Management support – wellness budget
- Creative in communication about event – bio of presenter / website
- Variety of topics to gain more interest
- Personalized invites (paper direct) to employees
- Use a theme
- Home mailings / post cards
- Marketing department involvement
- Promote internal newsletter / news feed to all employees (intranet, emails, flyers)
- Promote wellness programs in smaller team meetings and larger meetings
- Different times to support multiple shifts
- Calendar of events at site including wellness activities
- Keep activities fresh – new activities to attract all employees