

2016 Rapid City WorkWell Summit

Round Table Discussion

1. **Wellness Communication in the Worksite:** *Communication...how are wellness champions communicating with other employees about wellness tips, programs, events, etc? When feedback is needed, how do employees respond?*

- Newsletter
- "News emails"
- Bulletin board for wellness
- Staff meeting blurbs
- Word of mouth
- Invitations to events
- Monthly challenges within company/departments/building
- Weekly wellness tips
- Leadership support – be an example
- Survey for feedback
- Emails not receiving responses
- Generation gaps create challenges
- Awareness is only 5% of a program

2. **Get Movin':** *How does walkability affect your worksite?*

- Set a timer or app to encourage moving every hour
- Make stairs the option
- Make the environment pretty/inviting (inspirational sayings, painted, artwork) barrier – may be told to take down due to distraction
- Relationship building – find a buddy (cultural shift)
- Guided walks around facility/maps (walk with your boss, walk with a coworker, walkable meetings, networking)
- Take a walk – take a break – policy change
- Create weekly meetings via cell phone/walks – long distance
- Signage near the elevators to take the stairs
- Walk with a purpose (walk audits, construction progress, nature walks)
- Cultural shift – "when I'm walking, I'm not working"
- Incentives (Use 15 minute break to walk, get a bonus 15 minutes – walk to lunch, get a few extra minutes)

3. **Work Life Balance:** *What is your worksite doing to help manage the stress of your employees? Do you provide reasonable accommodation (flexibility)?*

- Stress balls
- WOW cards – personal recognition
- Motivational/Inspirational posters
- Offer financial resources
- Family involvement – support from leadership
- Walk the talk day – earned physical activity day
- Gym membership
- Education Assistance Plan

4. **Enhancing Your Wellness Fairs:** *Do they work, who is involved and how do you get your employees there?*
 - Incentive (raffle)
 - Incorporating all aspects of health
 - Interactive booths/engaging
 - Showing & promoting internal benefits of company
 - Success on attendance with word of mouth
 - What didn't work?
 - Interactive component & booths in the same area
 - Time frames (especially health care professions)

5. **Building a Better You – Living with a Chronic Condition:** *What topics are committees addressing to educate your employees?*
 - Have a lot of people calling in sick – especially weekends
 - Have a lot of turnover – stress/work-life balance
 - Are we meeting their needs?
 - May have resources, but are they encouraged and supported to utilize them?
 - Have disease management nurses available
 - Correspondence (with resources available) from insurance provider/wellness program
 - Encourage wellness incentives such as a gym membership
 - Support groups

6. **Wellness Committee Engagement:** *How does your committee engage within your worksite through recruitment, planning and member delegation?*
 - Leader support
 - Culture change
 - Financial commitment
 - Small changes
 - Recognition
 - Competition
 - Incentives
 - Lead by example

