## How to design corporate wellness initiatives...

...that actually work!

#### **A Scout Talent Group webinar**



















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## Housekeeping

- Your microphones are on mute so we can't hear you, however we'd love your participation
- If you have any questions or comments, please type them into the GoToWebinar Action Pane on the right side of your screen
- The webinar recording and slides will be emailed afterwards
- We'll launch some Audience Polls throughout the session







## Today's Agenda

- About Healthy Workplaces
- What a corporate wellness initiative is
- Benefits that organisations can expect
- Where to start
- Common mistakes and how to avoid them
- Things to keep in mind post-COVID-19 (physical distancing).







# POLL







Tell us about Healthy Workplaces and your experience helping organisations implement corporate wellness initiatives...











Deloitte.









































#### My Active Events



My Steps 2020 1st Apr, 2020 - 31st Dec, 2020



Liberty's 'Commit to Fit'
18th May, 2020 - 24th May, 2020

#### My Open Events



CHOBANI FiT

25th May, 2020 - 31st May, 2020

#### My Previous Events



'Get Agile' with NetEngine 11th May, 2020 - 17th May, 2020



Scout Talent Steps Challenge

An initiative of

Healthy Norkplaces

## Step Forward











## What is a corporate wellness initiative?



### **Mindfulness**



Wellbeing program

**Nutritional advice** 





Network building







### 70% of Australians

consider health and wellbeing as one of the three most important factors for a good workplace.

(Medibank Private, 2005)

## 1 in 2 professionals

would leave their job if their wellbeing needs were not met.

(Robert Walters, 2006)







What benefits can organisations expect to achieve from a corporate wellness initiative?

### High absenteeism

### Low productivity

### Disengagement

Low retention





Exercise can reduce absence rates and increase productivity by 50%

(Population Health Management, 2012)

Strong workplaces wellness programs drive employee engagement and staff retention.

(Great Places to Work, 2019)







What are the common mistakes you've seen? How can organisations avoid/overcome these challenges?

#seepeoplefirst







# POLL



"My people are too busy to engage in this"

"We don't have the budget"

"This is too hard!"

"Why bother?"

"I'm not "This is not very good at this kind a priority right now!" of thing"

**ENGAGEMENT** 

- initiative.
- interests.

"Sandra ALWAYS handles everything" "This was/is fun but is soooo much work!"

"There is no time to manage this project!" "This was pretty good - but could have been WAY better"

"This isn't
the right "It wo
time for our have
team to bette
participate. knew

"It would have been better if we knew..."

#### **PLANNING**

- Form a committee to share the workload
- Plan ahead. Initiatives can be broken down into simple steps to be achieved each week.
- Ensure the timing is right for your organisation.

"Where do we start" "This seems very complicated"

"Will this even work?" "There are lots of steps"

"This isn't my area of expertise."

#### **RESOURCING**

- Consider the length of your initiative.
- Start small and grow.
- Don't reinvent the wheel - join an existing initiative where appropriate

"What initiative?" "I wish I'd known"

"Ohh is that today?"

"That's a great idea - I wish my company did things like that!"

COMMUNICATION

get involved?

- Use multiple channels
- Clearly communicate
- **Engage key** stakeholders to

"I wasn't sure how to sign up."

"How do I

"What was the point of all of that" "I'm not going to do it if I won't win"

"Well that didn't work"

"I don't think anyone participated" **MEASUREMENT** 

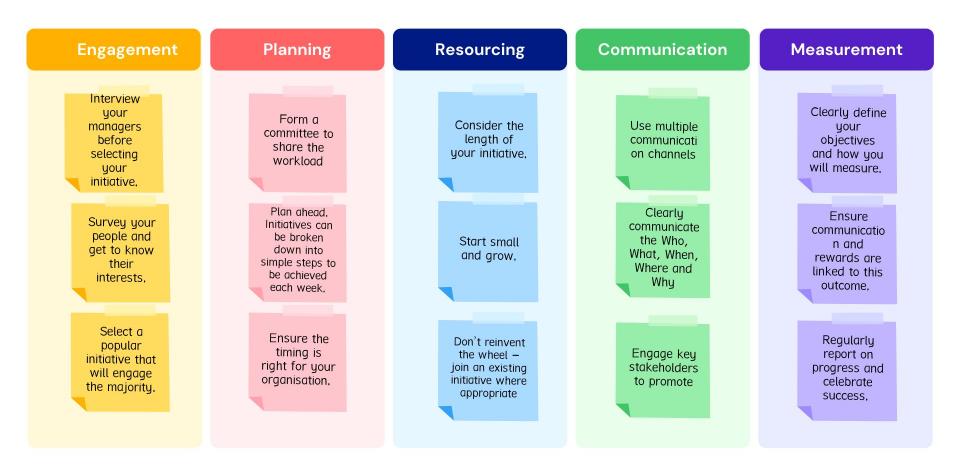
- Clearly define your objectives and how you will measure.
- Ensure communication and rewards are linked to this outcome.
- Regularly report on progress and celebrate success.

"Let's do something else next year"

#### Signs you may have a problem with your Corporate Wellness Initiative...



#### How to prevent problems with your Corporate Wellness Initiative...









## What considerations do we need to take into account post-COVID-19?







# POLL

All initiatives must meet strict public health guidelines:

- Consider venue
- Hand hygiene
- Cleaning
- Keep record
- Health checks

https://covid19inlanguage.homeaffairs.gov.au/sites/default/files/2020-05/roadmap-to-covid-safe-australia-english.pdf

https://covid19inlanguage.homeaffairs.gov.au/

https://www.safeworkaustralia.gov.au/







## Recap

- A corporate wellness initiative should engage staff and promote healthy workplace behaviours
- More important than ever
- Can increase productivity, staff retention, and team engagement, while decreasing absenteeism
- There are five key stages to planning a corporate wellness initiative; engagement, planning, resourcing, communication, and measurement.
- Use the links provided to check how to deliver a COVID Safe initiative







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**Q & A** 









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