



Corporate Wellness & Health

By

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LEVERAGING PEOPLE FOR TOMORROW...

Corporate Wellness & Health



Wellness as a Business Strategy

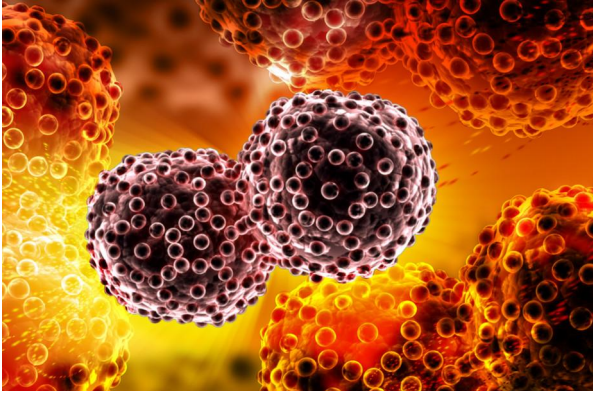
What is Wellness....

1. A State of high level health
2. Every decision you make in a day will effect your wellness either positively or negatively
3. It involves Education, Engagement & Empowerment



Employees health Issues:

Cancer/Obesity/Diabetic/Heart Disease/Stroke/High/Low Blood Pressure



Employees face Serious issues/ concerns due to inactive & sedentary Lifestyle

Questions to Answer

It's time to rethink your strategy pyramid and elevate HR's role.

Ask yourself these three questions:

- 1.** Are the results of your organization dependent on the aggregate performance of the individual employees?
 - 2.** Are happy & healthy employees more likely to perform at a high level?
 - 3.** Is HR's role to maximize ROI on the company's human capital and reduce financial risk?
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If the answers are “yes”...

Corporate Wellness & Health Strategy



Effective Communication plan to create awareness among employees

Objective....

1. Establish the Significance of Wellness Programs
2. Educate employees about the significance of Productivity & the costs of it's loss due to illness with a lack of Physical Health
3. Show the steps needed to implement & maintain a successful wellness program
4. Establish the methods for testing the success of a welfare program
5. Assess strategies to find out which wellness programs are most effective for different work environment
6. Introduce **Reward Health** Incentive Scheme

5 Dimensions of wellness

1. **Physical:** How well your body function & you are able to carry out everyday tasks without burn out, tired & worn down
2. **Mental:** State of being comfortable with yourself, others & surroundings. Healthy mind is alert, learn from mistakes & recognize achievements
3. **Emotional:** How you react to events in your life. You feelings you feel appropriate to events in your life
4. **Social:** How well you get along with others. Loving relationships, respect the rights of others, being able to keep friends, give & accept help
5. **Spiritual:** Status of relationship, Respect, Empathy, Beliefs, Values, Integrity

5 Dimensions of wellness

Think of the Dimensions as a wheel. You need every spoke to be strong in order for the wheel to work well. You also need an extremely strong center piece to support the spokes & wheel.

Each Dimension needs each other, effects each other & most of all needs the center piece



Reasons for Developing a Wellness Program....

- Stress level Increase
- Expanding Work Week
- High Health Care Cost
- Illness Avoidance
- Workplace Diversity Increase
- Technology Increase
- Disease & obesity
- Need of the hour to live a healthier lifestyle



Influence on Health & Wellness

- Heredity
- Environment
- Social environment
- Culture
- Media
- Technology
- Healthcare
- Behaviors



Benefits of Wellness Programs

- Many Individual in the workforce spend more time at work than even home – leaving an opportunity to promote healthy habits & cut business costs
- More than 81% of Businesses with 50 or more employees have some type of wellness program
- It helps to increase Productivity & Job Satisfaction
- Reduce absenteeism
- Increase in employee retention as programs works as incentive
- Reduce occupational injuries due to awareness
- It helps in Weight Reduction due to exercise
- Enhance overall Physical Fitness & promote Team Work

What are wellness programs....

Workplace sponsored program that helps employees to live more healthily, while cutting company cost

- Regular Health Check up/Screening Camps
- Yoga/Meditation Center
- Gym/Workout Gears/Walking Groups
- Wellness Fair/Campaign
- Health Talks/Education Material
- Healthy option in vending Machine
- Cycling/Health Surveys
- Diet Programs



Workplace costs of unhealthy lifestyle habits....

- Higher Healthcare Costs
- Higher Injury Rates
- Less Productive
- High turnover rates
- More Health Insurance Claims
- More day missed due to illness
- Can consume more than half of Corporate Profit
- Disease, Disability & Death result in high company costs



Solutionsfor Healthy Employees

Promote active health exercises, commuting & wellness program at the workplace to benefit employee health, the environment & company bottom line

Preventive health & wellness programs lowers 14% claims against Medical Insurance, 20% fewer days in the Hospital & 41% fewer claims greater than \$5000

What Works....

- Cash Incentives/Rewards
- Spot Recognitions
- Newsletter for awareness
- Transit Passes/Logging Trips
- Physical fitness programs
- Wellness programs
- Healthy Competitions
- Showers
- Lockers
- Bike Parking's
- Society/Community support



Measure & Evaluate your programs

- Measure Programs
- Direct Employees
- Engage Employees
- Educate/Awareness
- Empower to take Decisions



Work around Holistic Wellness



Let us get going & focus on Employee Wellness & Health





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