

# WORKPLACE WELLNESS

Provided by Alliance 360° Insurance Solutions



## Creating a Successful Wellness Team

Creating a wellness team is critical to your workplace wellness program's success. Teams lead the way for other employees to transform their lives and make positive, healthy choices. Consider the following suggestions for developing a wellness team and getting your wellness program off to a good start.

### *Formally Appoint Team Members and a Leader*

Upper-level management should formally appoint several employees to the team as well as choose a strong individual who is also a positive health role model to lead the team. This shows everyone that the wellness program and the team's roles are important within the organization. Consider making wellness team responsibilities part of the team members' job descriptions.

### *Promote the Wellness Team Within the Organization*

Internally promote the workplace wellness team and its initiatives. Creating high visibility for the program sends the message to employees that it is important.

### *Include Employees From All Levels and Areas of the Organization*

To demonstrate that the wellness initiative is constructed for the benefit of all employees and to gain buy-in, include individuals from various areas and levels of the company. Within the team, all employees should be equal.

### *Meet Regularly With a Formal Agenda*

Teams should meet on a regular basis to make sure the program priorities don't get sidelined by other tasks. An agenda clarifies the focus of the team's initiatives and drives the meetings. Record minutes to keep track of activity and progress.

### *Communicating Often is Key*

To successfully educate and inform other employees, the team members should constantly communicate about their initiatives using a variety of communication platforms (for example, posters, email, intranet posts and social media).

An effective workplace wellness team can dramatically improve the health initiatives within your organization. Not only will these individuals work to rally others, their efforts can also lead to reduced health care costs and improve the overall well-being of your employees.