

# Kickstart Your Workplace Wellbeing Programme



# Friendly Reminders

While waiting for others to join us...

- ✓ Mics on mute to minimise distractions
- ✓ Ask questions and engage throughout
- ✓ Enjoy!

# About Me



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# Workplace Wellbeing

“A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and wellbeing of all workers and the sustainability of the workplace.”

WHO



Kickstart Your  
Workplace Wellbeing Programme

- 32% have a formal health & wellbeing strategy
- 84% reported an employee assistance programme
- 45% have mental health support
- 44% have onsite wellbeing initiatives

*Healthy Ireland*



Positive emotion – hope, joy, gratitude, optimism

Engagement – flow, using strengths, enjoying activity/work

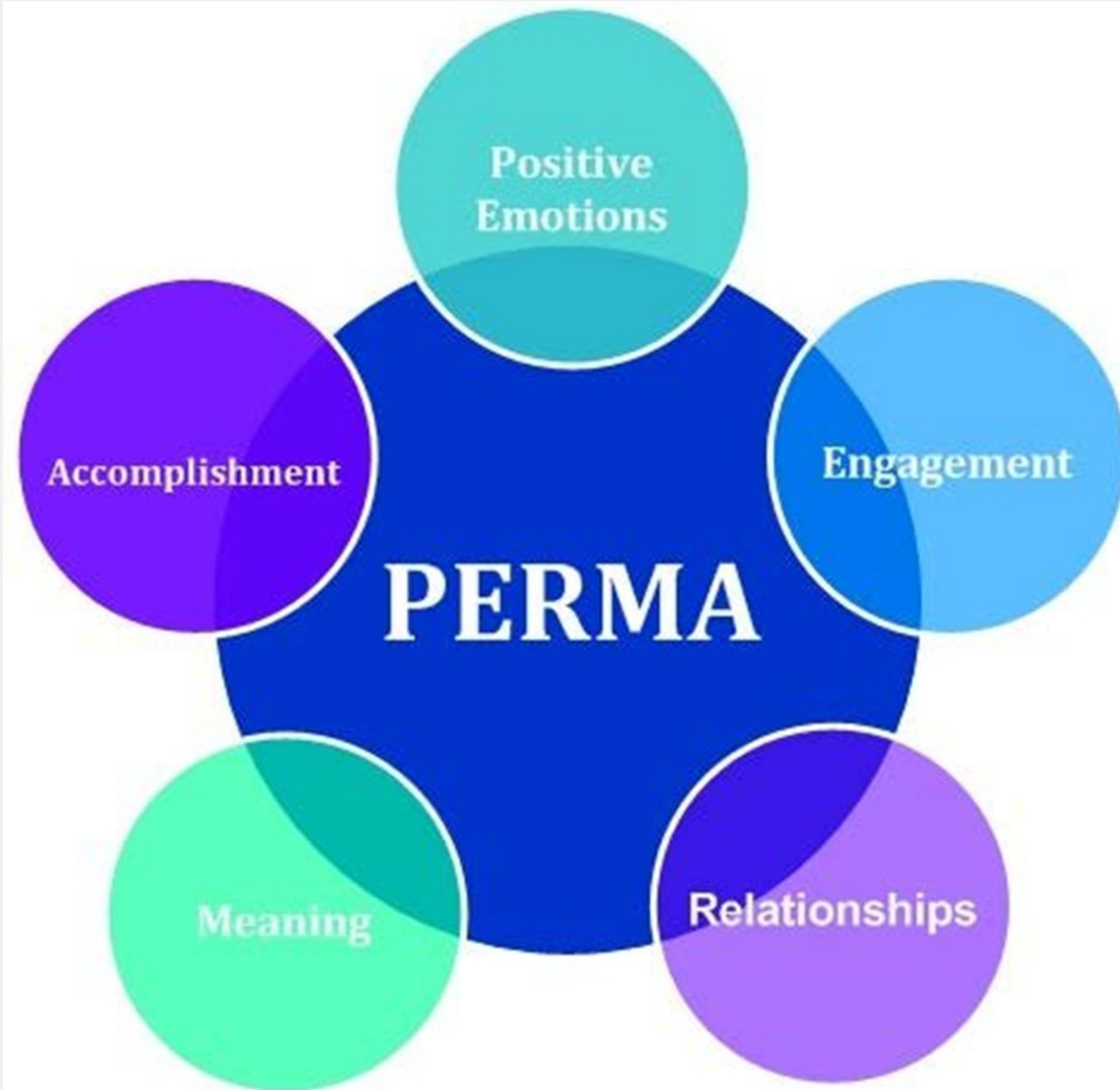
Relationships – supporting, loving, compassion, valued

Meaning – purpose in what you do/relationships

Accomplishments – Intrinsic – growth, connection.

Extrinsic – goals, bank successes

*Dr. Martin Seligman*



# Benefits



**Where Do  
We Start?**





# 1. Needs Analysis/Research

Assess/Analyse needs, motivations

Industry Type

Demographics - age/location

Absenteeism Data - reasons

How many employees

Ask - questionnaire/survey - Topics of interest/

Anonymous general health survey

Resources available - space / location / local support

expertise / networks

Budget/Costings - subsidies/grants/

sponsorship availability



## 2. Create A Team

All divisions represented

Interested, committed, enthusiastic

Champion creating a wellbeing culture

Allocate Time



### 3. Clarify Objectives

To reduce absenteeism

To increase morale and motivation

To increase staff retention



## 4. Develop a goal and framework



## 5. Communicate

Create a launch

Get buy in from everyone

How will we let people know?

Newsletter, video, posters, social media, local media

Create incentives - team goals, charity



## 6. Run it

Implement diverse approaches

Trial varied events and activities



## 7. Evaluate

Review, Assess, Revise, Adjust

Check data

Ask/Survey

Drive for continual improvement

Ensure sustainability



# Obstacles To Success

- Inadequate needs analysis conducted
- Unclear SMART goals/ unclear objectives
- Lack of Team collaboration
- Loss of momentum
- Overdoing it
- Not reviewing
- Lack of senior management engagement
- Not aligned with organisation vision and strategy
- Lack of employee interest
- Inadequate resources/training
- No supporting policies/procedures
- Perception of box ticking exercise



*It's not a sprint, It's a marathon!*



# Elements Of A Successful Programme

Buy in of all leaders and management

Dedicated team

Encourage employee involvement

Well developed strategy and plan

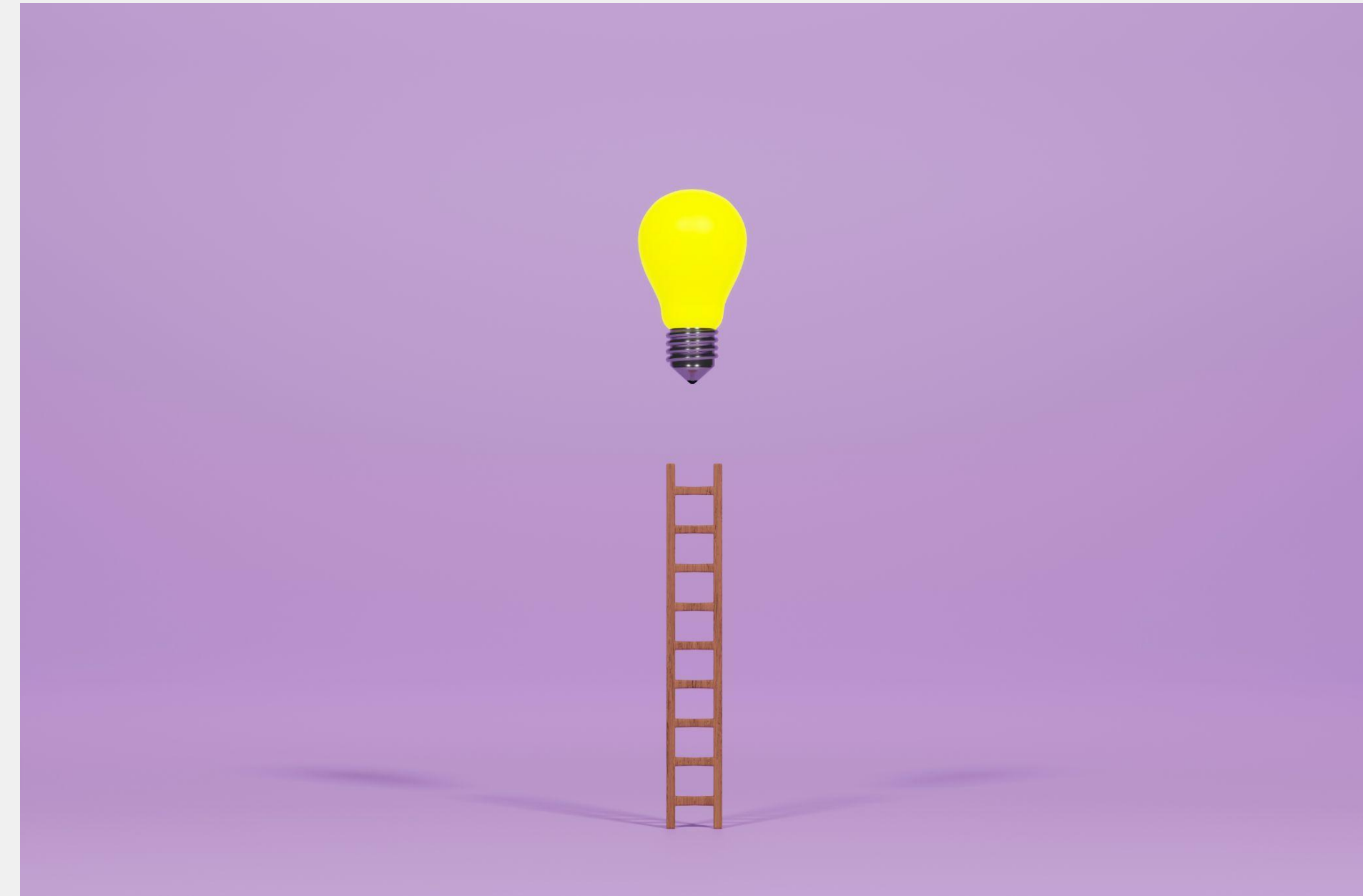
Clear goals and vision

Evaluation strategy

Diverse/Multi focused programmes

Ease of Access – convenient

Policy to support programme



# Good Health Initiatives

Employee Assistance Programme

Goal Setting

Ongoing Training/Workshops (cpd hours)

Relax Zone

Introduction to Yoga/Meditation

Social Events

Walk and Talk

Workshops - finance - menopause - mental health

Local Health collaborators

Leave Days

Recognition and Reward

Team Challenges

Couch to 5k

Public Speaking Competitions

Team Charity Drive

Culture Club

Book Club

Cooking Club

Wine Tasting

Hiking

Mindful eating Monday

Take your breaks Tuesday

Walk and Talk Wednesday

Take a breath Thursday

Fun Friday



## 7 STEP PLAN

1. ANALYSE
2. TEAM
3. OBJECTIVES
4. GOAL
5. COMMUNICATE
6. RUN IT
7. EVALUATE

YOUR'E DOING GREAT  
KEEP GOING!

# YOUR 7 STEP PLAN

Questions  
&  
Answers



***Thank you for joining me today!***

***I hope you enjoyed our free membership session.***

***Email [ruth@dcmlearning.ie](mailto:ruth@dcmlearning.ie)***

***if you would like to become a DCM member!***