

Health and Wellness at Work

Sample



Corporate Training Materials

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Preface

What is Courseware?



Welcome to Corporate Training Materials, a completely new training experience!

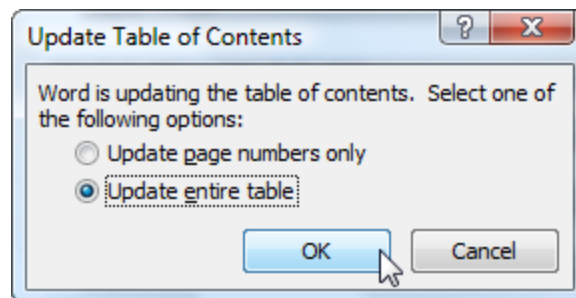
Our courseware packages offer you top-quality training materials that are customizable, user-friendly, educational, and fun. We provide your materials, materials for the student, PowerPoint slides, and a take-home reference sheet for the student. You simply need to prepare and train!

Best of all, our courseware packages are created in Microsoft Office and can be opened using any version of Word and PowerPoint. (Most other word processing and presentation programs support these formats, too.) This means that you can customize the content, add your logo, change the color scheme, and easily print and e-mail training materials.

How Do I Customize My Course?

Customizing your course is easy. To edit text, just click and type as you would with any document. This is particularly convenient if you want to add customized statistics for your region, special examples for your participants' industry, or additional information. You can, of course, also use all of your word processor's other features, including text formatting and editing tools (such as cutting and pasting).

To remove modules, simply select the text and press Delete on your keyboard. Then, navigate to the Table of Contents, right-click, and click Update Field. You may see a dialog box; if so, click "Update entire table" and press OK.

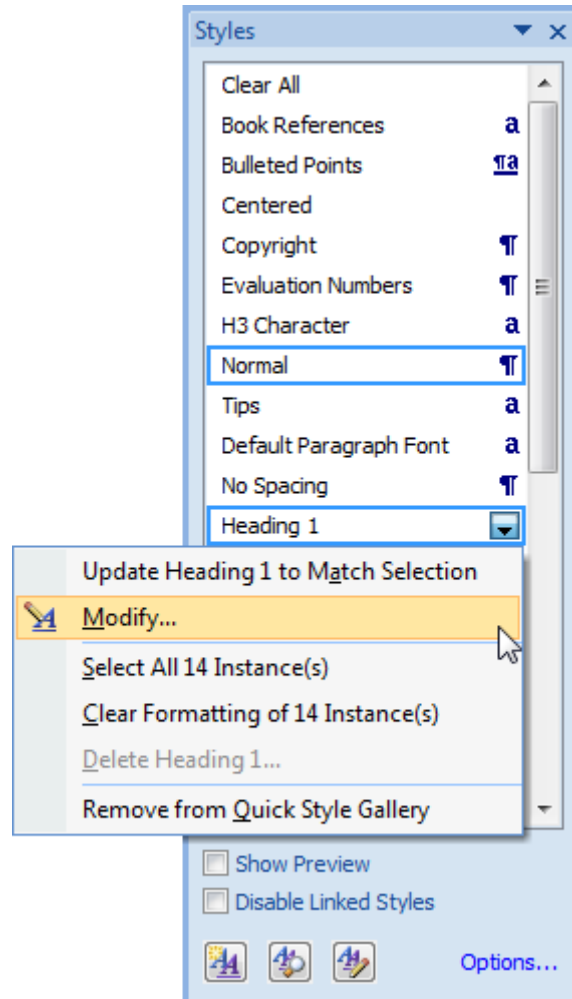


(You will also want to perform this step if you add modules or move them around.)

If you want to change the way text looks, you can format any piece of text any way you want. However, to make it easy, we have used styles so that you can update all the text at once.

If you are using Word 97 to 2003, start by clicking the Format menu followed by Styles and Formatting. In Word 2007 and 2010 under the Home tab, right-click on your chosen style and click Modify. That will then produce the Modify Style options window where you can set your preferred style options.

For example, if we wanted to change our Heading 1 style, used for Module Titles, this is what we would do:



Now, we can change our formatting and it will apply to all the headings in the document.

For more information on making Word work for you, please refer to [Word 2007 or 2010 Essentials](#) by Corporate Training Materials.

Materials Required

All of our courses use flip chart paper and markers extensively. (If you prefer, you can use a whiteboard or chalkboard instead.)

We recommend that each participant have a copy of the Training Manual, and that you review each module before training to ensure you have any special materials required. Worksheets and handouts are included within a separate activities folder and can be reproduced and used where indicated. If you would like to save paper, these worksheets are easily transferrable to a flip chart paper format, instead of having individual worksheets.

We recommend these additional materials for all workshops:

- Laptop with projector, for PowerPoint slides
- Quick Reference Sheets for students to take home
- Timer or watch (separate from your laptop)
- Masking tape
- Blank paper

Maximizing Your Training Power

We have just one more thing for you before you get started. Our company is built for trainers, by trainers, so we thought we would share some of our tips with you, to help you create an engaging, unforgettable experience for your participants.

- **Make it customized.** By tailoring each course to your participants, you will find that your results will increase a thousand-fold.
 - Use examples, case studies, and stories that are relevant to the group.
 - Identify whether your participants are strangers or whether they work together. Tailor your approach appropriately.
 - Different people learn in different ways, so use different types of activities to balance it all out. (For example, some people learn by reading, while others learn by talking about it, while still others need a hands-on approach. For more information, we suggest [Experiential Learning](#) by David Kolb.)
- **Make it fun and interactive.** Most people do not enjoy sitting and listening to someone else talk for hours at a time. Make use of the tips in this book and your own experience to keep your participants engaged. Mix up the activities to include individual work, small group work, large group discussions, and mini-lectures.
- **Make it relevant.** Participants are much more receptive to learning if they understand why they are learning it and how they can apply it in their daily lives. Most importantly, they want to know how it will benefit them and make their lives easier. Take every opportunity to tie what you are teaching back to real life.
- **Keep an open mind.** Many trainers find that they learn something each time they teach a workshop. If you go into a training session with that attitude, you will find that there can be an amazing two-way flow of information between the trainer and trainees. Enjoy it, learn from it, and make the most of it in your workshops.

And now, time for the training!

Icebreakers

Each course is provided with a wide range of interactive Icebreakers. The trainer can utilize an Icebreaker to help facilitate the beginning of the course, as it helps “break the ice” with the participants. If the participants are new to each other, an icebreaker is a great way to introduce everyone to each other. If the participants all know each other it can still help loosen up the room and begin the training session on positive note. Below you will see one of the icebreakers that can be utilized from the Icebreakers folder.

Icebreaker: Friends Indeed

Purpose

Have the participants moving around and help to make introductions to each other.

Materials Required

- Name card for each person
- Markers

Preparation

Have participants fill out their name card. Then, ask participants to stand in a circle, shoulder to shoulder. They should place their name card at their feet. Then they can take a step back. You as the facilitator should take the place in the center of the circle.

Activity

Explain that there is one less place than people in the group, as you are in the middle and will be participating. You will call out a statement that applies to you, and anyone to whom that statement applies must find another place in the circle.

Examples:

- Friends who have cats at home
- Friends who are wearing blue
- Friends who don't like ice cream

The odd person out must stand in the center and make a statement.

The rules:

- You cannot move immediately to your left or right, or back to your place.
- Let's be adults: no kicking, punching, body-checking, etc.

Play a few rounds until everyone has had a chance to move around.

Training Manual Sample

On the following pages is a sample module from our Training Manual. Each of our courses contains twelve modules with three to five lessons per module. It is in the same format and contains the same material as the Instructor Guide, which is then shown after the Training Manual sample, but does not contain the Lesson Plans box which assists the trainer during facilitation.

The Training Manual can be easily updated, edited, or customized to add your business name and company logo or that of your clients. It provides each participant with a copy of the material where they can follow along with the instructor.

To keep the body in good health is a duty... otherwise we shall not be able to keep our mind strong and clear.

Buddha

Sample Module: Definition of a Health and Wellness Program



Understanding the meaning of a health and wellness program is the first step in effectively creating one. Every year companies spend massive amounts of money on health related issues, that could be avoided. A health and wellness program can help alleviate some of these expenses. Let's explore together how a health and wellness program could help you, and your company!

What is a Health and Wellness Program?



When your employees are happy and healthy, they cost your company less money in health expenses, and have better lives in general. According to a study done by the National Coalition on Health Care, in 2006, employer insurance premiums increased 7.7 percent, twice the rate of inflation. So what exactly is a health and wellness program? A health and wellness program is a corporate program that is implemented to enhance physical and/or mental health. There are many types of health and wellness programs, and many benefits, depending on the program. They can help reduce health insurance costs, safety incidents, and even absenteeism. According to the National Safety Council, nearly one million workers a day are absent due to stress, costing American companies nearly \$300 billion a year in loss of productivity, and the cost of temporary help.

Productivity



Productivity is the capacity, or ability to produce goods or services. A company thrives on maximizing their productivity. When are employees at their most productive state? Simple, when they are happy, healthy, and engaged. Employees who are stressed out or ill are not going to be as productive as employees who are happy and healthy. Stressed out and unhealthy employees have lower morale, and higher absenteeism. They are prone to more accidents and lack of materials because they have a decreased interest in their positions. According to a study done by Parry T. Integrated Benefits Institute in 2002, employers paid an average of \$18,618 per employee per year for all health costs and lost productivity costs. Over \$6,000 of that was due to a loss in productivity due to sick leave.

While absenteeism is a big factor in productivity, it's also beneficial to have happy employees. Employees, who are happy, work smarter and harder. There are many ways to have a health and wellness plan geared towards keeping employees happy. Having a stress management work shop could help keep employees happy. Also, financial counseling would help alleviate financial stressors. There has been a direct correlation between exercise and happiness, so an exercise centered wellness plan could help as well! Exercise releases the dopamine in your brain. Dopamine is considered to be the "happy chemical", it's a chemical in the brain that promotes pleasure and happiness. Exercise also gives you energy and helps reduce stress.

Cost of Health Care



“Healthier employees” is the most basic goal of a health and wellness program. Having healthier employees means less cost for doctors’ visits, prescription drugs, and hospital visits. Health care benefits are one of the most costly expenses for a company. According to CNN on average, employers last year contributed \$10,119 to each employee's \$15,253 family coverage premium. It costs a company more to insure employees who have health issues like diabetes, high blood pressure, and those who smoke. A health and wellness program that aids in lessening preventative conditions can reduce health care costs for both the employee and the company. According to the CDC, a smoker who spends \$5 on a pack of cigarettes a day can save \$1825 a year by giving up smoking, and many companies provide lower insurance premiums for non-smokers, creating additional savings.

Costs of Absenteeism



Absenteeism is a huge expense for companies today. Absenteeism refers primarily to an unscheduled absence of an employee. An employee's absence is not just for playing hooky, it can be for justifiable reasons like illness or injuries. Productivity declines when employees are absent from their positions. A healthy employee is less likely to get sick, and thus less likely to call in. When an employee is absent, morale and productivity decrease, and costs increase. An employee who is away from their position is usually replaced with another employee or a temporary employee. If the replacement employee needs to be trained, the productivity is either lessened or comes to a stop. If it's a current employee who is replacing the absent employee, he/she may gain overtime because of the extra shift. The company may also have to pay PTO to the absent employee.

Case Study



Sandra is an employee of a major grocery chain in Utah that specializes in organic & local products. She has been working at the grocery store for 5 years and enjoys her job. Her job is physically demanding, there is a lot of heavy lifting and walking, in her position. In addition, sometimes the customers are not as pleasant as she would hope. The stress of dealing with difficult customers sometimes is overwhelming for new employees. Sandra has had many offers for employment from other grocery store chains, but she never strays. She likes her job, but she loves the company. The company offers a lot of benefits that she would miss if she switched companies. She was able to quit smoking because of their smoking cessation plan, which in turn helped with her daughter's asthma problems. She gets a discount to the gym, which she uses to blow off work stress after a long day. The company offers a lot of health related plans that show her they really care about her physical and mental wellbeing. They have even started paying for her evening college courses. Sandra is working to get a degree in management so that she can continue with the company as a manager.

Module Two: Review Questions

1. A health and wellness program can help reduce:
 - a) Health Claim Costs
 - b) Safety Incidents
 - c) Absenteeism
 - d) All of the above

2. What is the first step in creating a health and wellness program?
 - a) Budget
 - b) Understanding what it is
 - c) Accessing the need
 - d) None of the above

3. What is a health and wellness program?
 - a) A corporate program that is implemented to enhance physical and/or mental health
 - b) A corporate program that promotes productivity
 - c) A corporate program that promotes morale
 - d) All of the above

4. How many workers are absent per day due to stress?
 - a) One Thousand
 - b) One Hundred
 - c) One Million
 - d) Zero

5. What is Productivity?
 - a) The capacity, or ability to come to work
 - b) The capacity, or ability to produce goods or services
 - c) The capacity, or ability to complete a task
 - d) None of the above

6. Having healthier employees means less costs on:
 - a) Doctors' visits
 - b) Prescription drugs
 - c) Hospital visits
 - d) All of the Above

7. What is one of the most costly expenses for a company?
 - a) Health Care Benefits
 - b) On the job injuries
 - c) Materials costs
 - d) All of the above

8. On average what percentage of a family's health coverage premium was covered by their company last year?
 - a) 1/2
 - b) 3/4ths
 - c) 1/3rd
 - d) 2/3rds

9. _____ declines when an employee calls in sick.
 - a) Productivity
 - b) Absenteeism
 - c) Costs
 - d) None of the above

10. Sandra's job was physically and mentally demanding, why did she stay?
 - a) Because she makes a lot of money
 - b) Because she doesn't have any other options
 - c) Because of the benefits that were offered to her
 - d) All of the above

Instructor Guide Sample

On the following pages is a sample module from our Instructor Guide. It provides the instructor with a copy of the material and a Lesson Plans box. Each Instructor Guide and Training Manual mirrors each other in terms of the content. They differ in that the Instructor Guide is customized towards the trainer, and Training Manual is customized for the participant.

The key benefit for the trainer is the Lesson Plan box. It provides a standardized set of tools to assist the instructor train that particular lesson. The Lesson Plan box gives an estimated time to complete the lesson, any materials that are needed for the lesson, recommended activities, and additional points to assist in delivering the lessons such as Stories to Share and Delivery Tips.

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Buddha

Sample Module: Definition of a Health and Wellness Program



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What is a Health and Wellness Program?



When your employees are happy and healthy, they cost your company less money in health expenses, and have better lives in general. According to a study done by the National Coalition on Health Care, in 2006, employer insurance premiums increased 7.7 percent, twice the rate of inflation. So what exactly is a health and wellness program? A health and wellness program is a corporate program that is implemented to enhance physical and/or mental health. There are many types of health and wellness programs, and many benefits, depending on the program. They can help reduce health insurance costs, safety incidents, and even absenteeism. According to the National Safety Council, nearly one million workers a day are absent due to stress, costing American companies nearly \$300 billion a year in loss of productivity, and the cost of temporary help.

Estimated Time	8 minutes
Topic Objective	What does poor health cost?
Topic Summary	What does poor health cost? Discuss the costs of poor employee health.
Materials Required	Flipchart/board and marker
Planning Checklist	None
Recommended Activity	As a group, come up with a mock employee who has moderate health issues. Discuss together and write down on the board their health issues that could cost the company money. Consider how often they are ill, absent, etc. Estimate the company's costs of these ailments and be specific. Discuss the results.
Stories to Share	Share any personal or relevant stories.
Delivery Tips	Encourage everyone to participate.
Review Questions	What is a health and wellness program?

Productivity



Productivity is the capacity, or ability to produce goods or services. A company thrives on maximizing their productivity. When are employees at their most productive state? Simple, when they are happy, healthy, and engaged. Employees who are stressed out or ill are not going to be as productive as employees who are happy and healthy. Stressed out and unhealthy employees have lower morale, and higher absenteeism. They are prone to more accidents and lack of materials

because they have a decreased interest in their positions. According to a study done by Parry T. Integrated Benefits Institute in 2002, employers paid an average of \$18,618 per employee per year for all health costs and lost productivity costs. Over \$6,000 of that was due to a loss in productivity due to sick leave.

While absenteeism is a big factor in productivity, it's also beneficial to have happy employees. Employees, who are happy, work smarter and harder. There are many ways to have a health and wellness plan geared towards keeping employees happy. Having a stress management work shop could help keep employees happy. Also, financial counseling would help alleviate financial stressors. There has been a direct correlation between exercise and happiness, so an exercise centered wellness plan could help as well! Exercise releases the dopamine in your brain. Dopamine is considered to be the "happy chemical", it's a chemical in the brain that promotes pleasure and happiness. Exercise also gives you energy and helps reduce stress.

Estimated Time	10 minutes
Topic Objective	Stress-free Walk
Topic Summary	Stress-free Walk Explore the aspects of exercise on your emotional wellbeing.
Materials Required	None
Planning Checklist	None
Recommended Activity	Take a 10 minute break to go for a walk, preferably outside, and stretch your limbs. Afterwards, consider the effects the walk has had on you emotionally. Do you feel any better after the break?
Stories to Share	Share any personal relevant stories.
Delivery Tips	Encourage everyone to participate.
Review Questions	What is productivity?

Cost of Health Care



“Healthier employees” is the most basic goal of a health and wellness program. Having healthier employees means less cost for doctors’ visits, prescription drugs, and hospital visits. Health care benefits are one of the most costly expenses for a company.

According to CNN on average, employers last year contributed \$10,119 to each employee's \$15,253 family coverage premium. It costs a company more to insure employees who have health issues like diabetes, high blood pressure, and those who smoke. A health and wellness program that aids in lessening preventative conditions can reduce health care costs for both the employee and the company. According to the CDC, a smoker who spends \$5 on a pack of cigarettes a day can save \$1825 a year by giving up smoking, and many companies provide lower insurance premiums for non-smokers, creating additional savings.

Estimated Time	8 minutes
Topic Objective	Calculate the savings.
Topic Summary	Calculate the savings. Consider the costs of adapting a healthier lifestyle.
Materials Required	01-Calculate the Savings
Planning Checklist	None
Recommended Activity	Determine how much the patient could save by changing his current lifestyle for a healthier one. Discuss your results as group.
Stories to Share	Share any personal, relevant stories.
Delivery Tips	Encourage everyone to participate.
Review Questions	What is the most basic goal of a health and wellness program?

Costs of Absenteeism



Absenteeism is a huge expense for companies today. Absenteeism refers primarily to an unscheduled absence of an employee. An employee's absence is not just for playing hooky, it can be for justifiable reasons like illness or injuries. Productivity declines when employees are absent from their positions. A healthy employee is less likely to get sick, and thus less likely to call in. When an employee is absent, morale and productivity decrease, and costs increase. An employee who is away from their position is usually replaced with another employee or a temporary employee. If the replacement employee needs to be trained, the productivity is either lessened or comes to a stop. If it's a current employee who is replacing the absent employee, he/she may gain overtime because of the extra shift. The company may also have to pay PTO to the absent employee.

Estimated Time	8 minutes
Topic Objective	The cost of absenteeism
Topic Summary	The cost of absenteeism Discuss what absenteeism costs a company.
Materials Required	02-The Cost of Absenteeism
Planning Checklist	None
Recommended Activity	Individually complete the worksheet, discuss your results with the team.
Stories to Share	Share any personal, relevant stories.
Delivery Tips	Encourage everyone to participate.
Review Questions	What is absenteeism?

Case Study



Sandra is an employee of a major grocery chain in Utah that specializes in organic & local products. She has been working at the grocery store for 5 years and enjoys her job. Her job is physically demanding, there is a lot of heavy lifting and walking, in her position. In addition, sometimes the customers are not as pleasant as she would hope. The stress of dealing with difficult customers sometimes is overwhelming for new employees. Sandra has had many offers for employment from other grocery store chains, but she never strays. She likes her job, but she loves the company. The company offers a lot of benefits that she would miss if she switched companies. She was able to quit smoking because of their smoking cessation plan, which in turn helped with her daughter's asthma problems. She gets a discount to the gym, which she uses to blow off work stress after a long day. The company offers a lot of health related plans that show her they really care about her physical and mental wellbeing. They have even started paying for her evening college courses. Sandra is working to get a degree in management so that she can continue with the company as a manager.

Estimated Time	5 minutes
Topic Objective	Introduce the case study
Topic Summary	Case Study Discuss the case study
Materials Required	None
Planning Checklist	None
Recommended Activity	Review and discuss the case study as a group.
Stories to Share	Share any personal, relevant stories.
Delivery Tips	Encourage everyone to participate.
Review Questions	Why was Sandra so happy at her job?

Module Two: Review Questions

11. A health and wellness program can help reduce:

- e) Health Claim Costs
- f) Safety Incidents
- g) Absenteeism
- h) All of the above

All of the Above. A Health and wellness program can help reduce health care claim costs, health insurance premiums, absenteeism, safety incidents, and increase productivity, and morale!

12. What is the first step in creating a health and wellness program?

- e) Budget
- f) Understanding what it is
- g) Accessing the need
- h) None of the above

The first step in creating a health and wellness program is understanding what it is, what types of programs fall under the umbrella of health and wellness.

13. What is a health and wellness program?

- e) A corporate program that is implemented to enhance physical and/or mental health
- f) A corporate program that promotes productivity
- g) A corporate program that promotes morale
- h) All of the above

A health and wellness program is a corporate program that is implemented to enhance physical and/or mental health.

14. How many workers are absent per day due to stress?

- e) One Thousand
- f) One Hundred
- g) One Million
- h) Zero

According to the National Safety Council, nearly one million workers a day are absent due to stress, costing American companies nearly \$300 billion a year in loss of productivity and the cost of temporary help.

15. What is Productivity?

- e) The capacity, or ability to come to work
- f) The capacity, or ability to produce goods or services
- g) The capacity, or ability to complete a task
- h) None of the above

Productivity is the capacity, or ability to produce goods or services.

16. Having healthier employees means less costs on:

- e) Doctors' visits
- f) Prescription drugs
- g) Hospital visits
- h) All of the Above

Having healthier employees means less cost for doctors' visits, prescription drugs, and hospital visits. It costs a company more to insure employees who have health issues like diabetes, high blood pressure, and who smoke. A health and wellness program that aids in lessening preventative conditions can reduce health care costs for both the employee and the company.

17. What is one of the most costly expenses for a company?

- e) Health Care Benefits
- f) On the job injuries
- g) Materials costs
- h) All of the above

Health care benefits are one of the most costly expenses for a company. According to CNN on average, employers last year contributed \$10,119 to each employee's \$15,253 family coverage premium.

18. On average what percentage of a family's health coverage premium was covered by their company last year?

- e) 1/2
- f) 3/4ths
- g) 1/3rd
- h) 2/3rds

According to CNN on average, employers last year contributed \$10,119 to each employee's \$15,253 family coverage premium, which is 2/3rds of the cost.

19. _____ declines when an employee calls in sick.

- e) Productivity
- f) Absenteeism
- g) Costs
- h) None of the above

Productivity declines when an employee calls in. An employee who is away from their position is usually replaced with another employee or a temporary employee. If the replacement employee needs to be trained, the productivity is either lessened or comes to a stop. If it's a current employee who is replacing the absent employee, he/she may gain overtime because of the extra shift. An absent employee puts more stress on the department to take up the slack.

20. Sandra's job was physically and mentally demanding, why did she stay?

- e) Because she makes a lot of money
- f) Because she doesn't have any other options
- g) Because of the benefits that were offered to her
- h) All of the above

Sandra saw the value in the company because of the benefits they offered. She saw that the company cared about her personal wellbeing which makes her feel valued.

Activities

During the facilitation of a lesson Worksheet or Handout may be utilized to help present the material. If a lesson calls for a Worksheet or Handout it will be listed in the Lesson Plan box under Materials Required. The trainer can then utilize the Activities folder for the corresponding material and then provide it to the participants. They are all on separate Word documents, and are easily edited and customized.

Below you will see the Worksheets or Handouts that are utilized during the training of the above lesson. They are located in the Activities folder and can be easily printed and edited for the participants.

Sample Worksheet: Calculate the Savings

Determine how much the patient could save by changing his current lifestyle for a healthier one.
Discuss your results as group.

Patient A is a smoker, he has diabetes due to weight issues.

Yearly expenses for diabetes

\$75 for syringes

\$240 for test strips

\$480 for insulin

\$1,000 for doctors' visits

Yearly Expenses for use of tobacco

\$905 for Cigarettes

Total: _____

Review the amount of money patient A would save if he stopped smoking, and lost weight to relieve his diabetes condition.

Quick Reference Sheets

Below is an example of our Quick reference Sheets. They are used to provide the participants with a quick way to reference the material after the course has been completed. They can be customized by the trainer to provide the material deemed the most important. They are a way the participants can look back and reference the material at a later date.

They are also very useful as a take-away from the workshop when branded. When a participant leaves with a Quick Reference Sheet it provides a great way to promote future business.

Health and Wellness at Work

Health Behaviors

One of the primary health and wellness program types focuses on health behaviors. Health behaviors are the actions of a single person, or group of people, to modify or preserve their health status in order to avoid injury or illness. A health behavior could be something as simple as deciding to go for a walk every day, or something as complex as getting treatment for a substance abuse problem. The four most common health behavior programs are:

- Increasing Physical Activity
- Nutrition & Weight Loss
- Tobacco Cessation
- Substance Abuse Treatment

Physical Injuries

Some health and wellness programs can target safety in and out of the workplace. Regardless of if the injury happens on or off the job it could still mean that your employees are absent for a long length of time. Having programs in place that help the employee avoid injuries on and off the job will only benefit your company. A wellness program could include teaching the proper way to lift heavy objects, or what kind of posture to use when sitting at a computer. The most common types of injuries are:

- Falls, Slips, and Trips
- Repetitive Motion
- Falling Objects

There are many types of safety programs you can implement. The most important aspect is to make sure that the employees are educated on how to keep from injuring themselves.

Safety programs could consist of:

- Back Injury Prevention
- Education on Ergonomics
- Proper Lifting
- Safety Instructions for Hand Tools
- Instructions on how to use a Fire-extinguisher
- How to prevent Slips, Trips, and Falls

Stress Management

Unhealthy ways of dealing with stress are:

- Ignoring the stressor
- Smoking, drinking alcohol in excess and/or using drugs
- Over or under eating
- Withdrawing from society, family, and friends
- Excessive sleeping, or not sleeping enough
- Over extending yourself with activities
- Lashing out at others

Healthy ways of dealing with stress are:

- Exercise
- Spending time with friends or family
- Spending time with a pet
- Listening to music
- Relaxing
- Meditating
- Writing in a diary

Certificate of Completion

Every course comes with a Certificate of Completion where the participants can be recognized for completing the course. It provides a record of their attendance and to be recognized for their participation in the workshop.

CERTIFICATE OF COMPLETION

[Name]

Has mastered the course

Health and Wellness at Work.

Awarded this _____ day of _____, 20____

Presenter Name and Title

PowerPoint Sample

Below you will find the PowerPoint sample. The slides are based on and created from the Training Manual. PowerPoint slides are a great tool to use during the facilitation of the material; they help to focus on the important points of information presented during the training.

Module Two: Definition of a Health and Wellness Program

Understanding the meaning of a health and wellness program is the first step in effectively creating one. Every year companies spend massive amounts of money on health related issues, that could be avoided. A health and wellness program can help alleviate some of these expenses.

To keep the body in good health is a duty... otherwise we shall not be able to keep our mind strong and clear.

Buddha



What is a Health and Wellness Program?

Corporate
program

Enhance
health

Reduce
costs

Productivity

Happy, healthy, and engaged

Correlation between exercise and happiness

Stress = absenteeism

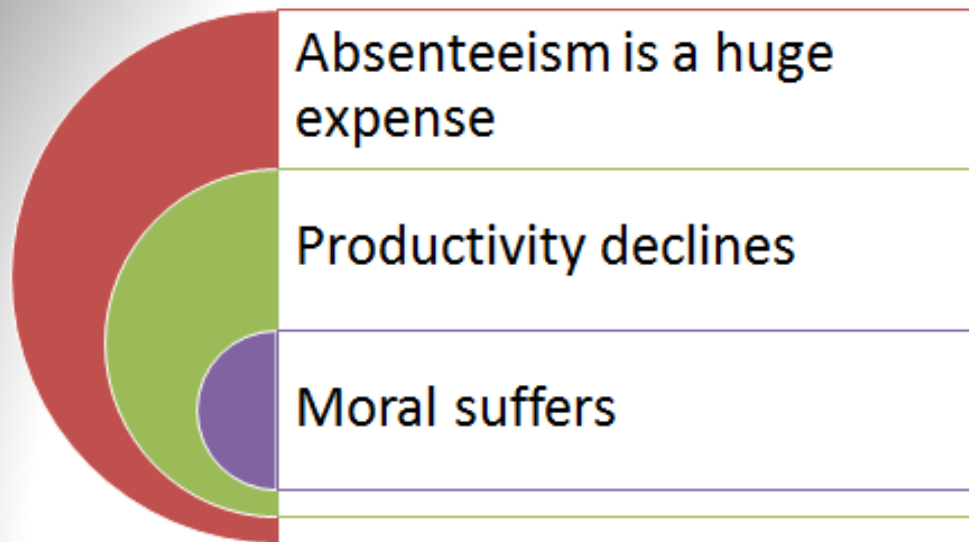
Cost of Health Care

Basic goal of a health and wellness program

Healthier employees

Lower insurance premiums

Costs of Absenteeism



Case Study

Sandra is an employee of a major grocery chain

She likes her job, but she loves the company

She was able to quit smoking because of their smoking cessation plan

The company has even started paying for her evening college courses

Module Two: Review Questions

1. A health and wellness program can help reduce:
 - a) Health Claim Costs
 - b) Safety Incidents
 - c) Absenteeism
 - d) All of the above

2. What is the first step in creating a health and wellness program?
 - a) Budget
 - b) Understanding what it is
 - c) Accessing the need
 - d) None of the above

Module Two: Review Questions

1. A health and wellness program can help reduce:
 - a) Health Claim Costs
 - b) Safety Incidents
 - c) Absenteeism
 - d) All of the above

All of the Above. A Health and wellness program can help reduce health care claim costs, health insurance premiums, absenteeism, safety incidents, and increase productivity, and morale!

2. What is the first step in creating a health and wellness program?
 - a) Budget
 - b) Understanding what it is
 - c) Accessing the need
 - d) None of the above

The first step in creating a health and wellness program is understanding what it is, what types of programs fall under the umbrella of health and wellness.

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