



OWLS Featured In BenefitNews.com!

Small Business Wellness Programming

“OWLS suggests that small businesses get together to start a wellness program, potentially with the help of a local chamber of commerce or professional association.”

Organizational Wellness & Learning Systems, Inc. was recently featured in an article in BenefitNews.com called “Wellness Watch: Small businesses can benefit from wellness initiatives.” The article identifies 4 important factors for small business owners to remember when launching their wellness initiative. The first is the idea of **collaboration**. Dr. Joel Bennett (President of OWLS) recommends that small businesses get together to start a wellness program, potentially with the help

of a local chamber of commerce or professional association. Collaboration is a way to cut back on costs. The second factor is utilizing many free **resources** (like those on the internet). There is a lack of resources for small businesses. Therefore, Bennett helped develop the Small Business Wellness Initiative (SBWI) to address small business owner’s needs. The SBWI website offers information and wellness tools for free. The third factor is the need for small businesses to still perform some type

of small scale **assessment** to identify risks and employee needs. The fourth is healthy **role modeling**, where small business leaders practice healthy lifestyles themselves. Research suggests a positive ripple effect can shape healthy behaviors throughout an organization.

To read the article:

<http://www.benefitnews.com>

(health plans > hot topics > Nov. 2006

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NIH Data Collection Comes to a Close

In 2004, the National Institutes of Health awarded Organizational Wellness & Learning Systems, Inc. a grant to develop a web program to help users design successful wellness programs, and to test the effectiveness of this tool. Over 8 months, more than 60 organizations have piloted the new program called IntelliPrev™. The name IntelliPrev™ conveys a focus on intelligent prevention initiatives and consumer education. Participants in this study included HR directors, Employee Assistance Professionals, Organizational

Consultants, Risk Managers, and Small Business Owners. Individual users were instructed to review the web program and encouraged to use features that are included in IntelliPrev™ (i.e. climate assessment, ROI estimator) with their organization. In October, study participants were instructed to complete a final survey. The data will ultimately be compared to data from a control group, who has not had access to the online program, called IntelliPrev™. Ashleigh Schwab, the Project Coordinator, says that many participants have

provided great feedback. One wellness consultant stated: “[IntelliPrev™ uses] a simple, systematic approach in teaching the value and outcomes for site specific health promotion programming. In a short time, I was able to learn many new techniques to use along with the IntelliPrev™ system.” Additional comments include: “an in depth experience sure to impact a company.” Data collection and analysis for this project will continue into the New Year. For more information about IntelliPrev™ or the study, please contact OWLS.

Newsletter Mission:

To create a forum for knowledge sharing where practitioners at all levels are empowered to build and sustain wellness cultures.

Share your stories/letters with us: learn@organizationalwellness.com



Personal Health Corner

Positive Affirmation~

"My efforts help to shape a more positive work culture, resulting in more desirable behaviors among employees"

Healthy Holiday Tips~

The National Heart Lung and Blood Institute states the importance of determining foods that are "GO, SLOW, or WHOA". Determining which foods are good for you, which foods are not so good for you and foods you should avoid is especially important during the holidays. Before holiday meals, or parties determine foods that you can eat, and foods that you want to eat in moderation. To read more go to <http://www.nhlbi.nih.gov/>

Create a Sustainable Program

The Wellness-Learning Matrix: Six Vital Components to Implementation

As wellness or prevention advocates, we can become distracted with the task of designing or choosing an appropriate program. There seems to be little emphasis on the success of implementation or sustainability of the program for the long term. Wellness programs will be blunted or have no effect, and will waste thousands of dollars (in some cases millions) if the proper people are not included throughout the design and implementation process. Who are these people?

They are the leadership of the organization, the employees, and the trainers involved in your program. It is important to build a relationship and a climate of understanding with each of these groups of people throughout all stages of planning your program. Bringing these perspectives together can play a vital role in making your program successful and sustainable. It is helpful in your strategic planning to envision these groups in a 3 x 3 matrix; **Leadership, employee, and trainer**

involvement **before, during, and after** implementation. The involvement of these groups over time reinforces a healthy learning climate. We have highlighted one of the 70 strategies below. To learn more, read the classic text Transfer of Training by Mary L. Broad and John W. Newstrom. Their strategies have been adapted for wellness programs in the e-learning tool: IntelliPrev™. To hear more about IntelliPrev™ please contact OWLS.

Leadership: A Pre-Training Strategy

Toward Wellness Culture: Transfer of Training & Supervisory Performance

Action Step: Guide supervisors toward taking an interest in employees who use skills learned during a training or wellness program activity.

A review of over 20 studies shows that a major predictor of employee health and work presence is manager supportiveness.¹ Workplaces might explore building accountability for wellness into supervisor performance standards by developing appropriate expectations for wellness support. To do that, you

might explore current performance standards for supervisors, and tweak them to include a section that defines expectations of full management support for any health and wellness program. When appropriate, management may be held responsible for encouraging application of newly learned health knowledge in the workplace; such as with giving allowances for exercise and stretch breaks. Adding this criterion might motivate managers to assist employees who need a little extra help.

With revised performance standards for supervisors the organization conveys a message about the importance of a wellness culture. These revisions will ensure that supervisors exert the energy towards making sure the transfer of health knowledge is accomplished.

Look for upcoming issues of Wellness Wisdom for more strategies and helpful hints

[1] Michie, S. & Williams, S. (2003). Occupational & Environmental Medicine. 60:3-9