



Volume 2 Issue 1

Wellness Wisdom

New Prevention Coach Certification (E-Learning Training)

OWLS, in partnership with the Employee Assistance Professional Association (EAPA), will be offering an 8 session training program. Participants receive use of IntelliPrev™ for one year, along with coaching and guidance. See more below. You can always access all IntelliPrev™ tools for a 30 Day FREE Trial. Go to www.intelliprev.com today

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\$50

Estimating ROI
for Behavioral Health
INTELLIPREV WEBINAR

April 8, 11 AM EST
Register with Ashleigh
@ 817.921.4260

UPCOMING EVENTS:

Work, Stress, & Health 2008
(March 6-8; Washington DC)
OWLS presents on e-coaching, youth
in transition to work, and workplace
spiritual health
www.apa.org/pi/work/wsh.html

**Prevention Is An EAP
Core Technology**
(Webinar: March 11: 11 AM Eastern)
Register at: www.eapassn.org/
—go to Learning Center

Leading for Health
(Society for Industrial Organizational
Psychology--April 10, San Francisco,
CA) www.sio.org/conferences

**Work, Stress, & Health:
What Works**
(National Workers' Compensation &
Occupational Medicine Conference)
(July 17, Hyannis, MA)
www.seak.com

National Wellness Institute
(July 12- July 17; Stevens Point, WI)
<http://www.nationalwellness.org/>
Heart-Centered Leadership &
IntelliPrev™ boot camp!

Upcoming Prevention Coach Certification

For Professionals in Human Resource & Safety ♦ Wellness ♦ Employee Assistance

The workplace faces a number of behavioral health risks that significantly impact productivity and the bottom line. Such risks include stress, depression, sexual harassment, workplace bullying, unresolved conflict, alcohol misuse, legal and illegal drug abuse. Many of these risks and associated costs are preventable. This course will train you in how to (1) assess particular work climate factors that signal risk; (2) design (or tweak current) programs to better address the risk profile; (3) deliver the program in ways that will help you maximize ROI (return on investment); and (4) continue to evaluate and enhance the programmatic effort. We know that prevention takes time and – unlike other coaching certification – we work with you for a full year to help transfer your learning with your own or a client workplace. To learn more contact us at OWLS or register with Jan Price, EAPA's Manager, Professional Learning Resources 770-270-5174 or j.price@eapassn.org. [[BEGINS MID-APRIL, 2008 – 8 ONLINE SESSIONS]]

Reviews Show Workplace Stress Management & Wellness Works

But pay attention to the details of your programming

Three recent review studies have combed through the research literature to assess the effective ingredients in workplace health promotion. The citations for these studies are given below and we recommend reviewing them for the wealth of detail provided. Together, these reviews summarize data from over 130 effectiveness studies and over 40,000 participants. The first review ^[1], assessing 90 stress management interventions, concluded that the most effective programs are focused on the organizational system and the work environment, not just giving individuals stress management skills. Almost all of the system-based studies conducted showed decreases in absenteeism and sickness. The second review ^[2], compared 36 stress interventions with meta-analysis, and discovered that cognitive-behavioral approaches were generally more effective than the relaxation approaches that were more commonly used. The review also echoed results from the first review with findings that organizational studies and outcomes can be very effective. The third review ^[3], examined 17 organizational wellness studies with meta-analysis. Here, participation in an organizational wellness program was associated with decreased absenteeism and increased job satisfaction. These large reviews add considerably to our knowledge about how others have succeeded in successfully delivering and evaluating program effectiveness. At OWLS, we believe that the next step is transferring this knowledge in ways that maximize return-on-investment. We look forward to the next generation of studies that give practical tips for technology transfer.

¹Lamontagne, A.D., Keegel, T., Louie, A.M., Ostry, A., Lansbergis, P.A. (2007). A Systematic Review of the Job-stress Intervention Evaluation Literature, 1990-2005. *Int J Occup Environ Health*. 13: 268-820.

²Richardson, K.M. and Rothstein, H.R. (2008). Effects of Occupational Stress Management Intervention Programs: A Meta-Analysis. *J Occup Health Psych*. 13,1: 69-93.

³Parks, K.M. and Steelman, L.A. (2008). Organizational Wellness Programs: A Meta-Analysis. *J Occup Health Psych*. 13,1: 58-68.

Workplace Awards

The C. Everett Koop National Health Award
@ healthproject.stanford.edu/koop/work.html
-The Wellness Councils of America
“Well Workplace” Awards
@ <http://welcoa.org/wellworkplace>
-The Canadian Healthy Workplace Award
@ nqi.ca/HealthyWorkplace.Recognition.aspx
-Workforce Magazine’s Optimas Award
for Promoting Quality of Work-Life
@ <http://www.workforce.com/section/15/>
-Fortune Magazine’s Top 100 Companies
to Work for
@ <http://www.greatplacetowork.com/>
-Psychologically Healthy Workplace Awards
@ www.phwa.org

Personal Health Corner (info from MedicineNet.com)



February is American Heart Month. Take steps to be heart-healthy, including getting regular exercise, eating a nutritious diet, and maintaining a healthy body weight. Know the signs and symptoms of a heart attack, and act immediately by calling 911 if you or someone you know experiences them. A person's chance of surviving a heart attack is increased if emergency treatment is administered as soon as possible.



Balance the valentine candy and dinner out with healthy foods. Eat plenty of fruits and vegetables, choose foods low in fat and added sugars, and watch your portion size.

Want to move beyond physical wellness to the whole person and whole company approach?

**Contact us at OWLS NOW:
learn@organizationalwellness.com**

Healthy Employee Success Strategies: Provide Opportunities to Practice Healthy Behaviors

After health promotion initiatives have begun, an organization must not only support and encourage employees to use new health knowledge and skills, but must also provide employees with the opportunity to practice what they have learned. For example, insisting that (at some point during the day) employees take brief breaks in order to relax or to get up and move around, or offering healthy food options at meetings where snacks are provided. These opportunities will familiarize the employee with his or her use of these new skills in the workplace. Using these simple suggestions underline the fact that the skills that the employees are learning are important and applicable in the workplace

If you are interested in employee health and wellness for small to medium-sized companies, don't let the fear of high costs stop you. There are plenty of great, inexpensive resources for small businesses wishing to promote employee health. One example is The Small Business Wellness Initiative (www.sbwi.org). Most of the tools and resources on the site are free.

Go check it out!

Choosing Health Promotion? Choose Wisely

Excerpt from HR Matters: Official Quarterly Magazine of the SHRM Texas State Council (Winter, 2007)

As the workplace wellness and health promotion marketplace continues to grow, human resource (HR) professionals need the knowledge to choose wisely from the options available. It is estimated that by 2010, health insurance costs for the Fortune 500 will exceed their combined total profits. To stem this tide, your program choice should be informed by intelligent forecasting in three areas: (1) valid assessment of risk within the climate of your business, (2) estimated return-on-investment (ROI), and (3) understanding worker readiness for programs.

Assess Your Health & Productivity Work Climate (Both Risks and Strengths)

Employee perceptions of risk in the work climate can be a critical driver of health outcomes. We identified seven risk factors to help HR recognize blind spots: Wellness (physical and mental health); Work-Family Balance (supportive policies and educational efforts); Team Communication; Presence & Engagement (absenteeism and presenteeism); Stress & Coping; Policy & Accountability (supervisor follow-through); and Help & Support (Employee Assistance Program).

Estimating (Not Calculating) Return-on-Investment

Health promotion can result in a significant return-on-investment. A 2003 review of 42 studies shows about an average \$6 return for every \$1 invested (in terms of absenteeism and health care costs). This type of return typically requires a well-run program, sustained for several years, and with good administrative records. It takes tremendous effort to prove ROI and the costs of an ROI analysis can put a dent in your wellness budget. Circumvent this problem by doing a good job of estimation—we'll show you how.

Assess Organizational Readiness

Get answers to the following: Are managers proactive supporters? Will the program only attract those who are already healthy? Do we have the resources (e.g., newsletters) necessary? Do we have a representative wellness committee?

In the last analysis, the most important – and often neglected – ingredient in a successful wellness program is the HR professional, empowered from within as a health advocate. Use our forecasting tips to create and sustain a healthy business for the long term.