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**OWLS is a research, consulting, and training firm whose mission is to provide evidence-based health and productivity enhancements to workplaces, workers, and their families.**

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# Wellness Wisdom

Volume 3 Issue 1

## NEWS

### OWLS Consults with United States National Guard to Develop New Prevention Program

For the past 18 months, OWLS has consulted for the United States National Guard (USNG) to help develop a new Prevention, Treatment, and Outreach (PTO) Initiative. Partly as a result of the Iraq war and other conflicts, the USNG has sought to enhance the health, well-being, and resilience of guard members and their families. OWLS was brought in to adapt evidence-based prevention training through a long series of interviews and focus groups. As a result, a new program called "Team Readiness" was created that provides tools in stress management, personal risk identification, and access to resources for counseling and recovery. Using a strengths-based approach, six 1-hour modules provide team skills for navigating the different stages of a guard member's career: Readiness → Deployment → Re-Integration → Resilience. To date, prevention coordinators have been trained in over 30 states and OWLS has helped develop a performance system to insure quality for the PTO initiative. To read more about PTO, see the recent SAMHSA Newsletter (July/August 2008): [www.samhsa.gov/samhsa\\_news/VolumeXVI\\_4/article8.htm](http://www.samhsa.gov/samhsa_news/VolumeXVI_4/article8.htm).

### Disease Management ROI: Benchmarks, Metrics, and Case Studies for Success

NEW 90-Minute LIVE AUDIO WEBCAST Thursday, Oct. 16 at 1:30-3:00 PM EDT

There is an ongoing controversy surrounding how return-on-investment (ROI) of disease management (DM) programs is calculated. Historically there's been a high level of difficulty measuring the financial impact of DM programs because of unclear parameters. To make matters worse, changes in health costs over time cannot necessarily be attributed to just one cause.

**Early Bird Savings!** Save \$50 when you register by Oct. 10 with order code: **OWLS**

To Register or For More Information visit: [www.healthresourcesonline.com/edu/dmroi08owls.htm](http://www.healthresourcesonline.com/edu/dmroi08owls.htm)

## TIPS

### The Ripple Effect: Making the Connection between Leadership and the Health of Your Work Environment.



You may recall, as a child, marveling at the effects of throwing a stone into a body of water. Whether a small pool or a large lake, you likely enjoyed how even a slight disruption in the still water started ripples that kept going and going. The principle is the same for someone in a leadership position hoping to have a positive influence on his or her followers. This 'ripple effect' or influence, has to start with you; your health, leadership, and decisions you make about the work environment. The stone can represent an action, or a change in habit. However, the size of stone is not important; you do not have to do something on a grand scale. It could be something as challenging as stopping an *unhealthy habit* (like smoking), or as simple as making an *appreciative gesture* (saying please and thanks). The pool of water can represent your organization, your team, and even your family. Picture the image of concentric circles that result when a pebble is dropped into a pool of water. These ripples represent the effect of your actions in your environment.

The Ripple Effect illustrates the importance of the influence that leaders possess, both personal and managerial. It is all about the decisions you make within your own sphere of influence: your immediate work group, colleagues, direct reports, or customers. These decisions follow your intent on how well you treat yourself, others, and the work setting. Your circle of supervisors, peers and associates will notice both obvious and subtle changes in your personal behaviors. You are the core of the Ripple Effect—a positive impact on your immediate work team today can pay dividends tomorrow or next month. The bottom line is that the ripple effect can only be started by the decisions you make, and the actions that you take in your OWN life. Chances are, your actions are already causing the ripple effect. Remember that the ripple effect is always an outcome of what you put in, so align your actions and decisions to help create the positive ripples you want.

This article is based on the 'Ripple Effect' model discussed in the web-based leadership-health development program called ExecuPrev™. For more information about this program, contact OWLS at 817-921-4260.

## UPCOMING EVENTS:

### Annual Employee Assistance Professionals Association (EAPA) Conference.

October 15-18, Atlanta Georgia

For more information click:

<http://www.eapassn.org>

### Team-Resilience for Young Restaurant Workers: A research to practice EAP Model. Presented at the EAPA Conference.

Hilton Atlanta Hotel  
Thursday, October 16th  
2pm to 3pm

## RESEARCH

**Final year begins of 5 year research effort** for the Youth In Transition to the Workplace (YIW) study; funded by the Substance Abuse and Mental Health Services Administration. This study provides health promotion to young workers at risk for alcohol and substance use. Recently, OWLS presented an overview of one YIW prevention program, *Team Resilience*, at the semi-annual conference of the Council of Hotel and Restaurant Trainers (CHART), August 9th-12th, 2008. We reviewed the need for substance abuse prevention in the restaurant industry and shared training exercises to a group of trainers and managers. Attendees completed a short survey. 96% indicated a need for health promotion in the restaurant industry. 81% believed the industry was ready to adopt prevention training, and 89% indicated that they could integrate Team Resilience into their current training curricula.

**New Management Health study nears launch.** The National Heart, Lung and Blood Institute (NHLBI) has approved Phase II-Year 2 funding of OWLS' web-based management health and leadership program, ExecuPrev™. This study will focus years of research from leading researchers and practitioners in the fields of executive health, stress, heart disease, work climate, leadership, and culture change. Study launch is Winter 2008 and plans for product launch are set for Summer, 2009.

### Dr. Bennett Receives Wellness Leadership Award

This past summer, Dr. Joel Bennett (President of OWLS) was honored with a "Service and Leadership Circle" Award from the National Wellness Institute. This award "recognizes outstanding people for their contributions to the field of wellness." Honorees "serve as ambassadors in spreading the wellness message throughout the world." Visit <http://www.nationalwellness.org> to learn more.

## CASE STUDY

### Assess, Design, Deliver, Evaluate Research Pays Off

The Health & Productivity Climate Index: A Case Study

In 2005, OWLS was contracted to help a workplace client build a wellness program. Using the 53 item IntelliPrev™ Health & Productivity Climate Index (HPCI), we assessed employee perceptions of health in a medium-size municipality. The city had experienced a good deal of change in their leadership suite, an announcement of salary cuts, and record high levels of turnover. As a needs assessment tool, the HPCI identified two major risk areas: "coping with stress," and "health & wellness." The HR Director noted that "the HPCI identified that we needed to take control of the stress levels in our organization by encouraging employees to be proactive in their own health." In response, OWLS facilitated a planning retreat for a newly formed city wellness committee, helping them design a program based on risks and strengths identified through the HPCI. OWLS further guided the wellness committee on the delivery of the new program using strategies and planning guides found in the IntelliPrev™ system.

Three years later, the city continues to experience success of the wellness program and uses the HPCI annually. The client reports that they "have and continue to see employees that are more focused on their jobs, more people walking during their lunch hour, participating in programs and generally our climate survey shows that there is an improved score in employee pride in working." They use the annual HPCI assessments to make improvements to their wellness program, as well as address new or emerging risks.

Positive effects of the program have been documented in several areas, including decreased number of primary care doctor visits for the first time (in 2008) and improved turnover.

For more information about the IntelliPrev™ system or the Health & Productivity Climate Index, visit <http://www.intelliprev.com> or contact OWLS at 817-921-4260.

### Health & Productivity Climate Index:

CASE STUDY ~ Three Years in Review

