

NEWSLTR

The Workplace Wellness Conference and Exhibition

Building company culture through wellness

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Building company culture through wellness
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The Workplace Wellness
Conference and Exhibition

April 19 & 20, 2024

The Hilton Atlanta Marietta
Hotel and Conference Center
500 Powder Springs
Marietta, Ga. 30060

OCT 2023



Retention through employee engagement

Employee engagement is enormous because it affects employee retention and a more robust culture, thanks to increased connection with their role and coworkers.

Many business leaders view employee engagement as a strategy or initiative, while others see it as a lens through which to view their workplace culture. Some feel employee engagement is an investment that contributes to retention.

Because no single program or initiative guarantees to cultivate employee engagement, organizations need a strategy that allows them to lead with an engaged workforce. There is a wealth of information on fostering employee engagement and creating a culture of Wellness.

HR professionals are uniquely positioned to catalyze this trend toward more effective and sustainable business growth. They need to inspire and guide the leaders of their organizations to ensure that engagement initiatives address their most pressing issues and concerns.

These definitions of employee engagement are like guidelines: they help a person accomplish a more engaging organization:

Employee engagement begins with an equal balance of the mind, body, and soul. A workplace that recognizes and supports this balance will excel in all its initiatives.

TaskGroup

Engaged employees are those who are involved in, enthusiastic about, and committed to their work and workplace

Gallup

Employee engagement is the strength of the mental and emotional connection employees feel toward their places of work.

Quantum Workplace



Part of the difficulty in establishing a solid employee engagement strategy is finding the equal balance necessary for each individual. Wellness in the workplace employs essential components of successful employee retention programs. The body cannot excel without balancing the mind, body, and soul; if the body cannot excel, neither can the employee. Addressing these three essential ingredients to Wellness will ensure a vital employee engagement strategy.

A strong well-being culture starts at the top. When employees see senior leaders and managers actively focusing on health, they become more comfortable devoting time to their own health. It also signals that well-being is an integral part of the culture, not just a nice-to-have.

Creating a culture where employee well-being comes first is not just about providing benefits and perks, it's about creating an environment where employees feel supported, valued, and empowered to grow.

Leadership can play an important role in creating such a culture by encouraging compassionate leadership. Compassionate leadership involves listening to and supporting employees in a way that helps them overcome obstacles and succeed. This can involve providing individualized support, mentoring and coaching to employees.

Leaders can also set the tone at the top level of the organization by modeling healthy habits and behaviors. For example, if leaders eat well and exercise regularly, they are likely to encourage their teams to do the same.

Employee well-being is critical to the success of any business. It's important for leaders to take steps towards improving employee well-being as part of their overall strategy for success.

When you're creating a company culture of well-being, it's important to think about your values.

That's because well-being is not just about what you do, it's also about who you are. Your well-being culture must tie back to your organization's core values and beliefs—from how people lead the organization to how they treat their employees and customers. Without these values to fall back on, efforts to create a well-being culture will fall flat.

Speaker Highlight



Dr. Terrie Hope PhD, DNM,

Dr. Terrie Hope is an internationally renowned expert and scientist in the field of personal, business, and scientific transformation and leadership. She is a pioneer and thought leader exploring new frontiers and research on stress, health, well-being, and human potential.

It's never been more clear that our mental health is just as important as our physical health. And while the stigma of talking about mental health at work is starting to lessen, it's still difficult to tell a manager you need a mental health day. But by regularly discussing the importance of mental health—and continually promoting the resources the company makes available to employees to help—you can make significant inroads.

The last couple of years have been a big time for flexibility. In fact, the degree to which an employer offers flexibility in how, when, and where people work has emerged as a huge factor in creating a healthy workplace culture. Most employees want to work remotely at least part of the time, but employers who have mandated a total return to the office are seeing backlash from their teams.

However, if your organization isn't ready to give up in-person work entirely, there are some aspects of flexibility you can introduce that will make your team feel more empowered and engaged:

Allowing your employees to set their own schedules so they can better align with family responsibilities or just work when they feel most productive. Offering 4-day or compressed workweeks so employees can pick their own schedules without disrupting everyone else's lives too much.

Requiring "no meeting" days so employees can schedule appointments or get focused work done without being interrupted by meetings all day long (which is pretty much what happens when you work in an office).

Giving choice and control in work shifts for those who can't work from home (including self-scheduling; shift-swapping; compressed
Role-model healthy behaviors.

What is a strong well-being culture? Is it one that focuses on health and wellness, or is it one that is focused on the importance of taking care of your own mind, body and soul?

It's both, of course. But how do you create a culture where employees feel comfortable devoting time to their own wellness? How do you make sure that your company is committed to well-being not just as a nice-to-have, but as an integral part of the culture?

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Here are some ideas for how leaders can "walk the talk" as they create a culture of well-being at their organization:

Embrace employees' lives outside of work. The pandemic forced workers to really reflect on what is important to them in life. Many decided that they wanted to make more time for family, pursue personal passions, or give back to their communities. And they're looking to employers to give them the time and space to do so by:

- Giving employees the option of working remotely
- Letting employees take extended vacations

Create forums where employees can talk about their interests, family, and life. One of the best ways to build a strong company culture is to strengthen the bonds between coworkers. Employee resource groups are a great way to spark this connection, generate rapport between coworkers, and allow employees to share parts of their lives outside of work.

Enlist the support of well-being culture champions. Want to create a workplace culture that fosters well-being? Start by enlisting some ambassadors.

It helps to have people who are well-being advocates and can be champions for your program. This can be anyone from the top leadership down to rank-and-file employees. They're the ones who will help spread the word about all of your initiatives, encourage others to participate, and organize special events.



You can also ask champions to share on workplace social media and promote them to their colleagues. This can help with peer pressure—it's hard to say no when someone you know is doing something cool!

Studies have shown that there's a high, positive correlation between participation in employee volunteer programs and employee engagement.² So if your organization doesn't currently offer paid time off to volunteer, it's something to consider. You can also sponsor volunteer activities that match your company's mission or business and find a local organization with which you can develop an ongoing relationship. There are many ways to involve employees in virtual community service, too.

The physical workplace has a huge impact on employees' well-being. If your company's offices are not optimized

for health and productivity, you might be sending the wrong message to your employees.

Here are some examples of how your organization can make healthy choices more visible and accessible:

Include more healthy options in the cafeteria, provide discounts for healthy meal services for remote employees, encourage outdoor walking meetings and using the stairs, make fruit available when it's in season, host healthy cooking demonstrations, sponsor a recreational sports team, hold outdoor yoga classes—the list of activities that signal that an organization is committed to well-being is endless.

Offer numerous ways for employees to increase daily physical activity.

It's no secret that exercise is good for you. Regular physical activity can help reduce stress, increase concentration, and improve mood. But employees need to feel that they have permission to step away from their desks to do it—and that's where leaders come in.

Progressive employers with healthy cultures know that offering time to exercise during the day can actually make workers more productive. There are numerous ways to encourage this: walking meetings; ending meetings 10 minutes early; or blocking calendars for a lunchtime walk are just a few examples. Again, it comes down to setting the tone by engaging in these activities yourself as a leader at your company.

Listen to what employees want and need.

One of the most important ways to understand what your employees need is to ask them. This is easy to do with a quick survey or even a virtual focus group. Well-being needs vary across generations, race, gender, and sexual orientation, so be sure to include a representative sample. Once you've conducted your listening, share what you learned and the actions you'll take as a result.



We Have A Simple Mission:

To help improve personal and social wellbeing for clients all over the world.

It's not news to anyone that we live in an unwell world. With our "always on" culture, it seems easier to become overwhelmed with stress, anxiety, anger, and even depression than it does to find balance. We're spending more time in front of our screens and less time with those that mean the most to us. We're eating more, sleeping less and not getting out nearly as much as we should.

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