

HWHP Workshop Series

“Be a Wellness Leader”

“Impetus for a healthy organization can come from the bottom, middle and top of the organization. Even if the full support of senior management is lacking, others in the organization have considerable scope to make improvements, often more than they might think. Any employee should feel motivated and enabled to make the organization healthier.”

~Graham Lowe, *Creating Healthy Organizations*, p. 120.

Rationale

This workshop series is designed to support wellness initiatives at the individual level. The emphasis is on awareness of options, engagement of employees, and overall, the leadership role that employees can take to encourage a healthier, stress-free workplace. This workshop series can be used as a component of an agency-wide assessment, planning and policy development effort aimed at building a sustainable wellness culture.



The workshops encourage reflective and other types of activities to reinforce learning and support long-term achievement. Each workshop ends with planning activities for applying the workshop concepts.

Approach

We take a modified “train the trainer” approach. Participants learn how to take the message to other employees as a way of encouraging overall organizational wellness and culture. Scheduling should be done so that workshops coordinate with regular staff meetings where participants can follow up on their training.

Workshops or Modules in the Series (2 hours each)

1. Basics of Health, Wellness, and Stress

- Hazards and risks, trends
- Strengths of the sector
- The Helping Cycle
- Your wellness and your performance
- Basics of leadership: micro-level leadership
- Resources
- Planning for Action

2. Self-Care for Helping Professionals

- The self-care process: assessing, goal setting and planning
- Designing a personal health and wellness plan
- Overall strategies: yoga, meditation, diet, exercise, journaling
- Balancing work and life
- Planning for Action

3. Building Healthy Work Relationships

- Supervisors
- Co-workers, mentorships
- Family and friends
- Other professionals
- Planning for Action



4. Making the Most of Wellness Resources

- Agency resources: sick leaves, absence, health benefits, vacation, modify work
- Benefit provider resources
- Educational resources
- Professional resources (training, conferences, workshops)
- Planning for Action

5. Communication for Health and Wellness

- Storytelling and writing: shaping wellness messages
- Discussing tough wellness issues
- Communicating with supervisors
- Using social media
- Planning for Action

Certificate