

North Country Health Improvement Group

Organizations Big or Small ~ Wellness for All

An interactive panel celebration

Audience Feedback ~ Compiled results

Please take a few moments and answer the following. Please hand this in when you are finished. Your responses will be compiled with others and distributed at our next meeting February 11, 2016. Thank you for your participation and contribution.

What size is your organization?

* Small (1-20 employees)
* Medium (21-100 employees)
* Large (100+ employees)

**Small Organizations**

**Audience Feedback:**

1. **Worksite Wellness activities. Please highlight major wellness activities at your organization**

None currently, but loved the following shared today and hope to implement:

* Sneaker day
* Fruit Fridays
* PSU walking routes
* Employee salad bar / lunch day

1. **What barriers do you face in having a robust wellness program?**

* Time to commit to oversee and implement
* small number of staff
* $

1. **What have you been successful in implementing? / What are some successes you can share?**

* All of small staff on board to implement something

**Medium Organizations**

Audience Feedback:

1. **Worksite Wellness activities. Please highlight major wellness activities at your organization**

* Walking group/running groups
* Wellness party during open enrollment
* Honestly, I don’t know that we are implementing anything like this. Most recently we created a newsletter for staff (monthly) dedicated to celebrating and sharing staff accomplishments and successes. (Personal or professional). In the past, it was a monthly memo of reminders and things to do. We wanted to shift away from that and hoped this would increase morale and build a sense of community and togetherness in the workplace.
* Check in at the beginning of staff meetings and reflection at the end.
* Moved from muffins and coffee to fruit and water at all staff meetings
* Health incentives through our insurance provider. Example: weight loss challenge trek along the Appalachian Trail.

1. **What barriers do you face in having a robust wellness program?**

* Finding a common time that works for all employees
* Motivation/incentives
* I see our barrier as distance. We have 50 or so employees over 9 locations in 3 counties and are rarely together
* Funding, as well, we are federally funded and cannot use our grant for such things, but love the 50/50 raffle idea and will borrow it. Thanks
* Time
* Lack of interest
* No prizes – some of the challenges were just for personal rewards

1. **What have you been successful in implementing? / What are some successes you can share?**

* Wellness party during open enrollment
* None yet. We came to learn new info and hope to implement new activities into our workplace.
* One of our successes was that our health insurance rates have continued at a lower rate

**Large Organizations**

Audience Feedback:

1. **Worksite Wellness activities. Please highlight major wellness activities at your organization**

* 50/50 raffle
* Salad/crock pot Wednesdays
* Yoga lunch breaks
* Walking groups at lunch
* 50/50 raffle to help raise $ for incentive/wellness fund.
* Weekly health and wellness tips via agency email have gotten great feedback
* Agency reimbursement program – every employee has $50/month of eligible reimbursement for anything that increases wellness/health
* Walking program
* Fitness center onsite
* Weight watchers
* On site yoga
* Wellness fair
* Tobacco free campus
* Inside walking route
* Wellness fair – held annually
* At work weight watchers program – company pays half of the monthly membership
* Smoking cessation program – full reimbursement
* Walking route/map on site
* On site gym
* Tobacco free campus
* [www.plymouth.edu/Healthy-psu](http://www.plymouth.edu/Healthy-psu)
* Tobacco free initiative
* Campus walking maps
* Stress free oasis days.
* CEO seasonal challenge ~ focus is to maintain weight during holiday season
* 10 min massages for all employees who are interested
* In the process of having a matching fund program where employees can purchase something wellness related
* Surveyed employees on wellness and whats important to them.
* Lunch and learns on wellness related topics
* Will be launching a new online employee assistance program.

1. **What barriers do you face in having a robust wellness program?**

* Time to take walking breaks
* Culture of eating lunch at desk to avoid taking the time from work
* 5 Location sites – difficult to keep a team environment among all sites and momentum going
* Financial backing
* Consistent participation
* Weather
* Getting more participation in programs offered
* Finding variety for people that don’t participate, have tried surveys
* We have 3 shifts – reaching out to everyone is hard
* Finding ways to entice the workforce to participate in the wellness programs or challenges we offer quarterly.
* managers to encourage their departments to participate
* space
* leadership focus
* Getting employees to participate
* $$$

1. **What have you been successful in implementing? / What are some successes you can share?**

* Have not been with agency long enough to be part of implementing. Do have ideas though to hopefully help implement
* Employee driven crockpot Wednesdays featuring healthy meals at lunch
* On site fitness center
* Strategic plan Goal regarding health
* Connections between workers
* Cookbook
* Massages were a huge hit with lots of participation