

what is corporate wellness

What is Corporate Wellness? A Comprehensive Guide for Businesses

Feeling burnt out? Stressed out? Is your team dragging their feet? You're not alone. Many businesses are realizing that a healthy workforce is a productive workforce, and that's where corporate wellness programs come in. This comprehensive guide will delve into everything you need to know about what corporate wellness is, its benefits, implementation strategies, and common challenges. We'll provide you with the insights you need to create a thriving and healthy workplace. Let's dive in!

What Exactly is Corporate Wellness?

Simply put, corporate wellness refers to a proactive and holistic approach to improving the physical, mental, and emotional well-being of employees. It goes beyond simply offering health insurance; it's about creating a workplace culture that actively supports employee health and happiness. This can involve a wide range of initiatives, from fitness challenges and healthy eating workshops to stress management programs and mental health resources. The ultimate goal? A happier, healthier, and more productive workforce.

Why Invest in Corporate Wellness Programs?

The benefits of corporate wellness extend far beyond a happier workforce. Investing in employee well-being directly impacts your bottom line:

Increased Productivity: Healthy employees are more productive employees. Reduced absenteeism, improved focus, and increased energy levels all contribute to a more efficient workplace.

Reduced Healthcare Costs: By promoting healthy habits, you can reduce employee healthcare claims, saving your company money in the long run.

Improved Employee Retention: Employees are more likely to stay with a company that invests in their well-being. This reduces turnover costs and maintains institutional knowledge.

Enhanced Employee Morale and Engagement: When employees feel valued and cared for, their morale and engagement soar. This leads to a more positive work environment and increased job satisfaction.

Stronger Company Culture: A commitment to wellness fosters a positive and supportive company culture, attracting top talent and improving employee loyalty.

Improved Company Reputation: A company known for its dedication to employee well-being enjoys a positive reputation, attracting both employees and clients.

Key Components of a Successful Corporate Wellness Program

Designing an effective corporate wellness program requires a strategic approach. Here are some essential components:

Needs Assessment: Before launching any initiatives, conduct a thorough assessment of your employees' needs and preferences. Surveys, focus groups, and health risk assessments can provide valuable data.

Program Variety: Offer a diverse range of programs catering to different interests and needs. This might include on-site fitness facilities, yoga classes, mindfulness workshops, healthy eating initiatives, and financial wellness programs.

Accessibility and Inclusivity: Ensure your programs are accessible to all employees, regardless of their physical abilities, work schedules, or cultural backgrounds.

Leadership Buy-in: Secure buy-in from leadership to demonstrate a genuine commitment to employee well-being. Leaders should actively participate in and promote wellness initiatives.

Measurement and Evaluation: Track the effectiveness of your programs through metrics such as participation rates, employee feedback, and changes in healthcare costs. This data helps you refine your strategies and demonstrate ROI.

Ongoing Communication: Keep employees informed about upcoming events, resources, and program updates through regular communication channels such as email newsletters, intranet posts, and company meetings.

Implementing Your Corporate Wellness Program: A Step-by-Step Guide

1. **Define Your Goals:** What do you hope to achieve with your corporate wellness program? Set specific, measurable, achievable, relevant, and time-bound (SMART) goals.
2. **Develop a Budget:** Determine how much you can invest in your program and allocate resources accordingly.
3. **Choose Your Programs:** Select programs that align with your goals and employee needs.
4. **Promote Your Program:** Generate excitement and encourage participation through effective communication and marketing.
5. **Launch and Evaluate:** Monitor participation rates and employee feedback, making adjustments as needed.
6. **Refine and Improve:** Continuously evaluate and refine your program based on data and feedback.

Common Challenges and How to Overcome Them

Implementing a successful corporate wellness program isn't without its challenges. Here are some common hurdles and strategies to address them:

Lack of Employee Participation: Offer incentives, make programs convenient, and personalize the experience to encourage participation.

Limited Budget: Prioritize programs with the highest potential ROI and seek partnerships with local organizations.

Measuring ROI: Track relevant metrics such as healthcare costs, absenteeism, and employee productivity.

Lack of Management Support: Secure buy-in from leadership by demonstrating the business benefits of wellness programs.

Maintaining Momentum: Regularly evaluate and adapt your program to keep it engaging and relevant.

Conclusion

Corporate wellness is no longer a "nice-to-have" but a "must-have" for businesses striving to thrive in today's competitive landscape. By investing in the well-being of your employees, you're investing in the success of your company. By following the strategies outlined in this guide, you can create a vibrant and healthy workplace that fosters productivity, engagement, and a positive company culture. Remember to tailor your program to your specific needs and continually refine your approach based on feedback and data.

FAQs

1. How much does a corporate wellness program cost? The cost varies greatly depending on the size of your company, the programs offered, and the level of investment. Some programs can be implemented at minimal cost, while others may require significant investment.
1. What are some examples of low-cost corporate wellness initiatives? Low-cost initiatives include walking challenges, healthy recipe sharing, mindfulness exercises during meetings, and promoting healthy eating habits through office snacks.
1. How do I measure the success of my corporate wellness program? Track key metrics such as participation rates, employee feedback, absenteeism rates, healthcare costs, and employee productivity.
1. What if my employees aren't interested in participating? Offer incentives, personalize the experience, and address any barriers to participation through open communication.
1. How do I get buy-in from leadership for a corporate wellness program? Present a compelling business case demonstrating the return on investment (ROI) and highlighting the positive impact on employee productivity, morale, and retention.

what is corporate wellness: Corporate Wellness Programs Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 Corporate Wellness Programs offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

what is corporate wellness: Workplace Wellness that Works Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, Workplace Wellness That Works skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

what is corporate wellness: Workplace Wellness Rose Karlo Gantner Ed.D., 2012-03-01 Workplace Wellness is a guide for business leaders, managers, and consultants who want to decrease health care costs even as they improve employee productivity, satisfaction, and health conditions. -- from xi

what is corporate wellness: Workplace Wellness Programs Study Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

what is corporate wellness: Rule the Rules of Workplace Wellness Programs Barbara J. Zabawa, JoAnn M. Eickhoff-Shemek, 2017

what is corporate wellness: The Healthy Workplace Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company's bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? The Healthy Workplace says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they'll kick themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, The Healthy Workplace proves that a company cannot afford to miss out on the ROI of investing in their employees' well-being.

what is corporate wellness: Healthy Employees, Healthy Business Ilona Bray, Ilona M. Bray, 2012 Helps business owners and managers target the main health concerns in the workplace and implement low-cost or free programs to increase productivity, boost morale, lower workplace stress, and potentially lower health insurance costs--

what is corporate wellness: Corporate Wellness Programs R. J. Burke, A. M. Richardsen, 2014 Corporate Wellness Programs offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs into the workplace. Previous research evidence surrounding corporate wellness programs is reviewed, to illustrate reduced health care costs, higher levels of employee well-being, greater work engagement, higher levels of performance, and financial gains on well-being investment costs. In this innovative book, various chapters examine the planning, implementation and evaluation of corporate wellness initiatives with guidance on how to introduce these programs in one's workplace. In addition, organizational case studies highlight best practices and lessons to be learned from them.

what is corporate wellness: The Eternally Successful Organization Philip B. Crosby, 1992 The bestselling author of *Quality Is Free*, the book that led America's quality revolution, now offers his proven step-by-step program to keep a company fiscally fit and growing--forever. Crosby proves that Darwin's natural selection also applies to business organizations--survival of the fittest and bankruptcy of the complacent.

what is corporate wellness: Next-Generation Wellness at Work Stephenie Overman, 2009-09-15 Fact: Wellness programs benefit the bottom line. Motorola, for example, found that each dollar invested in wellness benefits returned \$3.93 in health and disability cost savings. *Next-Generation Wellness at Work* tells how to get in on the action. A nuts-and-bolts, how-to guide for managers, it delivers the latest thinking on how to take full advantage of the benefits that wellness programs can offer both employees and companies. And the effort couldn't be more important. With the soaring cost of medical care and the increase in obesity and lifestyle-related illnesses, there is growing recognition that companies must build a culture of health and enable employees to become better guardians of their own well being. This book illustrates, in detail, exactly how to accomplish those goals. Good health saves in ways that go beyond smaller insurance premiums. It also has a direct relationship with employee productivity, making wellness a matter of high-level strategy. However, many workplace wellness programs are not as effective as they could be. They are not comprehensive, not long-term, and not marketed to the people who could benefit most. Wellness expert Stephenie Overman helps managers take practical steps to overcome these deficiencies and build successful workplace wellness programs that result in tangible, bottom-line benefits for organizations. And the book starts from the ground up, first by explaining how to take a company's temperature, get management buy-in, and design a program that fits a company's unique needs and situation. Building a program is one thing, but will they come? That's where Overman's expertise is essential: She shows how to motivate workers to take advantage of the program and reap its many benefits. And she explains how to partner with local health providers and integrate methods to promote psychological well being, two key ingredients for success. Not many corporate programs benefit both employees and the company equally, but a well-planned wellness initiative will boost the health and productivity of employees, leading to a happier—and more competitive—workplace.

what is corporate wellness: Mental Health and Wellbeing in the Workplace Gill Hasson, Donna Butler, 2020-06-22 ***HIGHLY COMMENDED - HR & MANAGEMENT - BUSINESS BOOK AWARDS 2021*** Provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace The importance of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention. The Department of Health advises that one in four people will experience a mental health issue at some point in their lives. Although a number of recent developments and initiatives have raised the profile of this crucial issue, employers are experiencing challenges in promoting the

mental health and wellbeing of their employees. *Mental Health & Wellbeing in the Workplace* contains expert guidance for improving mental health and supporting those experiencing mental ill health. This comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments – providing all involved with informative and practical assistance. Authors Gill Hasson and Donna Butler examine changing workplace environment for improved wellbeing, shifting employer and employee attitudes on mental health, possible solutions to current and future challenges and more. Detailed, real-world case studies illustrate a variety of associated concerns from both employer and employee perspectives. This important guide: Explains why understanding mental health is important and its impact on businesses and employees Discusses why and how to promote mental health in the workplace and the importance of having an effective 'wellbeing strategy' Provides guidance on managing staff experiencing mental ill health Addresses dealing with employee stress and anxiety Features resources for further support if experiencing mental health issues *Mental Health & Wellbeing in the Workplace* is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing, and those looking for guidance in managing staff with mental health issues.

what is corporate wellness: *The Wellness Syndrome* Carl Cederström, Andre Spicer, 2015-02-04 Not exercising as much as you should? Counting your calories in your sleep? Feeling ashamed for not being happier? You may be a victim of the wellness syndrome. In this ground-breaking new book, Carl Cederström and André Spicer argue that the ever-present pressure to maximize our wellness has started to work against us, making us feel worse and provoking us to withdraw into ourselves. The Wellness Syndrome follows health freaks who go to extremes to find the perfect diet, corporate athletes who start the day with a dance party, and the self-trackers who monitor everything, including their own toilet habits. This is a world where feeling good has become indistinguishable from being good. Visions of social change have been reduced to dreams of individual transformation, political debate has been replaced by insipid moralising, and scientific evidence has been traded for new-age delusions. A lively and humorous diagnosis of the cult of wellness, this book is an indispensable guide for everyone suspicious of our relentless quest to be happier and healthier.

what is corporate wellness: *The Work Wellness Deck* Landra Bickley Eliopoulos, 2021-08-31 Banish burnout with this deck of 60 easy-to-do-anywhere prompts that encourage sanity, serenity, and wellness in your place of work, wherever that may be. Burnout is common in today's work culture. Whether due to long hours, excessive workloads, or lack of work-life balance, we all know someone who has felt overwhelmed at work. Enter *The Work Wellness Deck*: 60 actionable suggestions that will restore a sense of well-being in the workplace and banish burnout once and for all. Packaged in a portable format, the deck is organized into three categories: REFRESH (mental health), FLOW (physical health), and CONNECT (work relationships). Prompts include office stretches that help your posture, breathing exercises to manage stress, a gratitude practice to focus on the positive, and networking ideas to build meaningful relationships. Individuals can keep the deck on their desk or in their bag, pulling a card to start the day or as a midday mindfulness break, teams can use the cards to set a group intention, and company leaders can distribute this deck to employees as a wellness perk. No matter how it's used, *The Work Wellness Deck* will help people in all industries build resiliency, improve productivity, communicate effectively, and forge connection—no matter where they work. **BURNOUT IS COMMON:** Whether you work from home and struggle to delineate work and personal time, or you work long hours at an office, it is common to feel overworked and overwhelmed at one point or another. *The Work Wellness Deck* is an effective tool in preventing and/or diminishing feelings of burnout. **PERFECT FOR COMPANIES:** Small businesses, company leaders, and HR reps in every industry—tech, finance, healthcare, law, media, nonprofits, retail, and more—can distribute this deck to their employees as a way to encourage them to prioritize their health and wellness. **LITTLE-PUBLISHED SLICE OF WELLNESS:** Wellness is a huge trend, but beyond self-help books on the topic, there isn't much accessible publishing on wellness in the workplace. This one-of-a-kind format is practical but still giftable, and

fills that gap. Perfect for: • People who work and want to prioritize their own wellbeing • Anyone who feels burned-out • Job-changers • New graduates • HR reps and company leaders (for themselves or their employees); especially as a welcome gift for new hires, or a gift for a workplace anniversary or promotion

what is corporate wellness: Engaging Wellness Jonathan Edelheit, Reneé-Marie Stephano, 2012-10-24

what is corporate wellness: Healthy You, Healthy Team, Healthy Company: How to Implement an Employee Wellness Program in Your Organization Joshua DeTillio, 2021-08-31 Nothing is more important to your company than your employees, and nothing is more important to your employees than their health. A wellness plan can keep your team happy, fit, and motivated while lowering business costs and increasing efficiency. All you need is a roadmap to success-which Joshua DeTillio can provide. DeTillio has more than sixteen years' experience in health care and hospital administration, including creating a popular hospital-wide wellness program. In Healthy You, Healthy Team, Healthy Company, he presents an essential how-to guide on building and maintaining your own wellness plan. In eight stages, ranging from learning how to be an inspiration to incentivizing participation to using data to refine practices, DeTillio will show you how to increase loyalty and morale while decreasing health-care costs. Filled with personal anecdotes and easy-to-implement techniques, Healthy You, Healthy Team, Healthy Company will launch you to the forefront of a wellness revolution.

what is corporate wellness: Wellbeing at Work Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

what is corporate wellness: Transforming Workplace Wellness Cw Margaret Stockley Rn, 2016-02-08 Transforming Workplace Wellness: Practical Strategies to Inspire Sustainable Change provides the latest evidence-based information needed to create and maintain a successful holistic wellness program. As change agents, members of the wellness team are charged with developing creative strategies that inspire, engage, and initiate positive behavior-change. Transforming Workplace Wellness equips teams to be creative in their methodology and combine winning content with engaging events. The result is an immensely readable book that provides innovative content and practical takeaways for today's wellness programs. It offers a practical, mainstream approach that will appeal to a broad range of professionals who can benefit from reading this book, regardless of the size of their organization or industry. In addition to expanding on the methodology and business processes, Transforming Workplace Wellness Programs includes: Evidence-based strategies to motivate and engage employees and assist teams who are developing a new program as well as those who want to incorporate fresh ideas to an existing program Program components,

incentives, coaching, work-flow, and data evaluation to improve performance of interventions 101
low-to-no-cost ideas to support and promote a strategy for organizational effectiveness and economic resilience plus an index of resources

what is corporate wellness: Building a Resilient Workforce Institute of Medicine, Board on Health Sciences Policy, Planning Committee on Workforce Resiliency Programs, 2012-07-18 Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security (DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary: Defines workforce resilience and its benefits such as increased operational readiness and long-term cost savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete listing of the speakers, panelists, and planning committee members.

what is corporate wellness: A to Z of D-Toxing Sophia Ruan Gushee, 2015-10-20 Created to be the only reference book that a head of household needs, A to Z of D-Toxing includes hundreds of tips, as well as ten ideas to implement today--Sophia's D-Tox Strategy.

what is corporate wellness: Emerging Theories in Health Promotion Practice and Research Ralph J. DiClemente, Richard A. Crosby, Michelle C. Kegler, 2002-06-03 Having so many theories put together thoughtfully, proximally, in a single book will help the field come to grips with what the role is of theories as we go forward and address the individual actions, and societal and community influencers of individual action, that promote healthy behaviors. --Jim Marks, director, National Center for Chronic Disease Prevention and Health Promotion, Centers for Disease Control and Prevention New and longstanding threats to public health, such as violence, drug misuse, HIV/AIDS, and homelessness are creating an ever greater demand for innovative theories that are responsive to the changes in the larger social environment. This important work is designed to fill the demand by assembling a careful selection of new and emerging health promotion theories into a single volume, written with an emphasis on practical application of theory to health promotion and health education programs.

what is corporate wellness: Taming Toxic People David Gillespie, 2017-07-25 I didn't know how to deal with the poisonous and toxic people in my life or why they behaved the way they did, so I went looking for an answer. This book is what I found. Bestselling author David Gillespie turns his attention to a phenomenon that damages businesses, seeds mental disease and discomfort and can bring civilisations to the brink of implosion - the psychopath. Psychopaths are often thought of as killers and criminals, but actually five to ten per cent of people are probably psychopathic without ever indulging in a single criminal act. These everyday psychopaths may be charming in the early stages of relationships or employment but, Gillespie argues, their presence in your life is at best disruptive, and at worst highly dangerous: they will leave you feeling cheated and humiliated, dominating and manipulating you to the point where you question your sanity. Worse, he cautions, at a societal level their tendency to gravitate towards positions of power can be disastrous. Taming Toxic People is a practical guide to restraining that difficult person in your life, be it your boss, your

spouse or a parent. But it is also a serious and meticulously researched warning: if we value a free and well-functioning society, we need to rebuild the sense of community that has historically kept the everyday psychopath in check, and we must understand and act to manage the psychopathic behaviour in our midst.

what is corporate wellness: The Employee Wellbeing Handbook: A Guide for Collaboration Across All Departments, Benefit Vendors, and Health Practitioners to Build a Culture of Well Cassie Sobelton, 2019-08-29 Achieve New Business Growth with a Focus on Workplace Culture and Wellbeing Do you have a sneaking suspicion that your workplace culture, or the American workplace as a whole, could use some tweaking? Would you like to prioritize wellness in your organization without paying homage to (or worse, paying for) fluffy, unproven tactics that don't move you and your business forward? Are you a benefit broker or consultant who is left feeling vulnerable and in need of best-in-class strategies or initiatives? Or maybe you're a niche vendor in the wellness industry and need a more thorough understanding of the other players or ways to incorporate the various employee benefits your clients are utilizing. If you are expected to assist or even lead the health and wellbeing initiatives at your clients' organizations, or you are the go-to human resource employee for wellbeing at your organization, this book is a must-have for your office. Newsflash: Large corporations, such as Google or Apple, that effortlessly attract the best talent by prioritizing their employees' wellbeing don't have a secret unavailable to you! You can build a human resources strategy that places employee wellbeing first, thereby bringing in hardworking, highly qualified and healthy individuals to drive innovation at your organization. And as a result, you can enjoy levels of employee development and business growth that you wouldn't have dreamed possible beforehand. All you need is a little help. Enter The Employee Wellbeing Handbook. Bestselling author Cassie Sobelton is a health and wellness expert who believes in a real world approach to Mind, Body, and Spirit balance. Where her first book (Back to Balance: Crack Your Mind, Body, Spirit Code to Transform Your Health) tackled individual health, this newest guide takes on the wellbeing of entire corporations. Whether you're in health and fitness, human resources, healthcare or insurance, or any other field that deals with the wellness of employees, this book is for you. In it, you'll learn: The philosophies and backgrounds that make up the current approach to wellness in the workplace How recent decades have changed the overall approach to workplace wellbeing The difference between culture, wellness and wellbeing - and why it's so important to be targeted in your word choice Why collaboration with others in the industry is critical to the health of America as a whole How to lead discussions about workplace wellbeing that generate actual results How to develop the right strategy for your workplace and design metrics to track your progress The not-so-secret secret for re-engaging employees in their jobs, driving business growth and doing right by your company Now before you hear wellness and start thinking meditation rooms or nap pods, know that we're not just talking about little fixes. Instead, Sobelton advocates culture shifts that affect organizations as a whole. If there were a Corporate Wellness Industry 101, this is the textbook the professor would use - which means if you're in the industry, you need it at your side today. Are you ready for the business growth coaching manual you've been waiting for? Do you want to prioritize holistic healing without fluff at your company? Would you like to use your medical expertise to instill good health principles in others? Don't wait. Buy NOW to understand the industry, gain influence and make the world a better place. Pick up your copy today by clicking the BUY NOW button at the top of this page!

what is corporate wellness: Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Management Association, Information Resources, 2021-07-16 The recent COVID-19 pandemic has emphasized the importance of safety and ergonomics in the workplace. From work-life balance and mental health to risk prevention, maintaining a healthy and happy workforce has become essential for the progress of every company. Moreover, ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic. It is imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce. The Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce

is a comprehensive reference source that provides the latest emerging research on diversity management and initiatives as well as occupational health and safety practices in the workplace. These concepts are necessary for global workplaces to remain safe, efficient, and inclusive. Covering topics such as employee equity, human resources practices, and worker wellbeing, this anthology provides an excellent resource for researchers, human resources personnel, managers, safety officers, policymakers, CEOs, students, professors, and academicians.

what is corporate wellness: The Stop & Go Fast Food Nutrition Guide Steven G. Aldana, 2007 The Stop & Go Fast Food Nutrition Guide shows you how to navigate the fast food maze and choose foods that are actually good for you. The guide uses the colors of the stop light (red, yellow, and green) to help individuals choose foods that lead toward or away from good health. The Stop & Go Fast Food Nutrition Guide is the only guide that shows you how to navigate the fast food maze and identify fast foods that are actually good for you. With the help of a nationally recognized panel of nutrition experts, Dr. Aldana has color coded almost 3,500 fast foods from 68 different restaurants. Now you can sort through the fast food maze and select the healthy foods and avoid the unhealthy ones. Keep the guide in your glove box for easy access.

what is corporate wellness: Fatal Flaws of Employee Wellness Programs Alison Brehme, 2019-10-22 Corporate wellness doesn't work. That's because most corporate wellness programs are suffering from one or more fatal flaws. That means that the goals of the program will always fall flat. And then the goals you have for your employees don't come to fruition - you'll either feel like your begging them to participate or that you're offering them benefits they don't want (and don't use)! Either way, it's a waste of time, money, and effort! Corporate wellness is more than benefits or perks. It's more than healthy snacks or gym discounts. And it certainly isn't One Size Fits All! Your organization is unique. This book shows you a customizable road map to guide you in creating a corporate wellness program that's right for your company, no matter its size. You will create clear goals, make decisions based on data, have fun when implementing the program, and remember to adjust as you go so you can improve your results. Alison Brehme brings an all-new approach to employee wellness that is easy to understand, implement, and get results. She's a Certified Corporate Wellness Consultant with over fifteen years' experience in corporate advertising so she's experienced first-hand workaholicism, chronic pain, and saw how burnout and stress took a toll on her own health as well as the health of her colleagues.

what is corporate wellness: Handbook of Research on Innovative Management Using AI in Industry 5.0 Garg, Vikas, Goel, Richa, 2021-11-19 There is no industry left where artificial intelligence is not used in some capacity. The application of this technology has already stretched across a multitude of domains including law and policy; it will soon permeate areas beyond anyone's imagination. Technology giants such as Google, Apple, and Facebook are already investing their money, effort, and time toward integrating artificial intelligence. As this technology continues to develop and expand, it is critical for everyone to understand the various applications of artificial intelligence and its full potential. The Handbook of Research on Innovative Management Using AI in Industry 5.0 uncovers new and innovative features of artificial intelligence and how it can help in raising economic efficiency at both micro and macro levels and provides a deeper understanding of the relevant aspects of artificial intelligence impacting efficacy for better output. Covering topics such as consumer behavior, information technology, and personalized banking, it is an ideal resource for researchers, academicians, policymakers, business professionals, companies, and students.

what is corporate wellness: Wellbeing: The Five Essential Elements Tom Rath, James K. Harter, 2010-05-04 Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

what is corporate wellness: WELLNESS FOR LAW JUDITH & SIFRIS MARYCHURCH (ADIVA.), 2019

what is corporate wellness: The Pig Book Citizens Against Government Waste, 2013-09-17 The

federal government wastes your tax dollars worse than a drunken sailor on shore leave. The 1984 Grace Commission uncovered that the Department of Defense spent \$640 for a toilet seat and \$436 for a hammer. Twenty years later things weren't much better. In 2004, Congress spent a record-breaking \$22.9 billion dollars of your money on 10,656 of their pork-barrel projects. The war on terror has a lot to do with the record \$413 billion in deficit spending, but it's also the result of pork over the last 18 years the likes of: - \$50 million for an indoor rain forest in Iowa - \$102 million to study screwworms which were long ago eradicated from American soil - \$273,000 to combat goth culture in Missouri - \$2.2 million to renovate the North Pole (Lucky for Santa!) - \$50,000 for a tattoo removal program in California - \$1 million for ornamental fish research Funny in some instances and jaw-droppingly stupid and wasteful in others, The Pig Book proves one thing about Capitol Hill: pork is king!

what is corporate wellness: Thrive Arianna Huffington, 2014-03-25 In *Thrive*, Arianna Huffington makes an impassioned and compelling case for the need to redefine what it means to be successful in today's world. Arianna Huffington's personal wake-up call came in the form of a broken cheekbone and a nasty gash over her eye--the result of a fall brought on by exhaustion and lack of sleep. As the cofounder and editor-in-chief of the Huffington Post Media Group--one of the fastest growing media companies in the world--celebrated as one of the world's most influential women, and gracing the covers of magazines, she was, by any traditional measure, extraordinarily successful. Yet as she found herself going from brain MRI to CAT scan to echocardiogram, to find out if there was any underlying medical problem beyond exhaustion, she wondered is this really what success feels like? As more and more people are coming to realize, there is far more to living a truly successful life than just earning a bigger salary and capturing a corner office. Our relentless pursuit of the two traditional metrics of success--money and power--has led to an epidemic of burnout and stress-related illnesses, and an erosion in the quality of our relationships, family life, and, ironically, our careers. In being connected to the world 24/7, we're losing our connection to what truly matters. Our current definition of success is, as *Thrive* shows, literally killing us. We need a new way forward. In a commencement address Arianna gave at Smith College in the spring of 2013, she likened our drive for money and power to two legs of a three-legged stool. They may hold us up temporarily, but sooner or later we're going to topple over. We need a third leg--a third metric for defining success--to truly thrive. That third metric, she writes in *Thrive*, includes our well-being, our ability to draw on our intuition and inner wisdom, our sense of wonder, and our capacity for compassion and giving. As Arianna points out, our eulogies celebrate our lives very differently from the way society defines success. They don't commemorate our long hours in the office, our promotions, or our sterling PowerPoint presentations as we relentlessly raced to climb up the career ladder. They are not about our resumes--they are about cherished memories, shared adventures, small kindnesses and acts of generosity, lifelong passions, and the things that made us laugh. In this deeply personal book, Arianna talks candidly about her own challenges with managing time and prioritizing the demands of a career and raising two daughters--of juggling business deadlines and family crises, a harried dance that led to her collapse and to her aha moment. Drawing on the latest groundbreaking research and scientific findings in the fields of psychology, sports, sleep, and physiology that show the profound and transformative effects of meditation, mindfulness, unplugging, and giving, Arianna shows us the way to a revolution in our culture, our thinking, our workplace, and our lives.

what is corporate wellness: Financial Peace Dave Ramsey, 2002-01-01 Dave Ramsey explains those scriptural guidelines for handling money.

what is corporate wellness: ACSM's Worksite Health Handbook American College of Sports Medicine, 2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health-related productivity losses. As companies more fully realize the impact of healthy workers on the financial health of their organization, health promotion professionals seek support to design and implement interventions that generate improvements in workers' health and business performance. The second edition of *ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies*

connects worksite health research and practice to offer health promotion professionals the information, ideas, and approaches to provide affordable, scalable, and sustainable solutions for the organizations they serve. Thoroughly updated with the latest research and expanded to better support the business case for worksite programs, the second edition of ACSM's Worksite Health Handbook includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada, Europe, and the United States. The book's mix of research, evidence, and practice makes it a definitive and comprehensive resource on worksite health promotion, productivity management, disease prevention, and chronic disease management. ACSM's Worksite Health Handbook, Second Edition, has the following features:

- An overview of contextual issues, including a history of the field, the current state of the field, legal perspectives, and the role of health policy in worksite programs
- A review of the effectiveness of strategies in worksite settings, including economic impact, best practices, and the health-productivity relationship
- Information on assessment, measurement, and evaluation, including health and productivity assessment tools, the economic returns of health improvement programs, and appropriate use of claims-based analysis and planning
- A thorough discussion of program design and implementation, including the application of behavior change theory, new ways of using data to engage participants, use of technology and social networks to improve effectiveness, and key features of best-practice programs
- An examination of various strategies for encouraging employee involvement, such as incorporating online communities and e-health, providing incentives, using medical self-care programs, making changes to the built environment, and tying in wellness with health and safety

The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program. You'll also find four in-depth case studies that offer innovative perspectives on implementing programs in a variety of work settings. Each case study includes a profile of the company, a description of the program and the program goals, information on the population being served, the results of the program, and a summary or discussion of the program. Throughout the book you'll find practical ideas, approaches, and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers' health and business performance. The book is endorsed by the International Association for Worksite Health Promotion, a new ACSM affiliate society. Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice-based information and approaches inside ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies, Second Edition. The e-book for ACSM's Worksite Health Handbook, Second Edition, is available at a reduced price. It allows you to highlight, take notes, and easily use all the material in the book in seconds. The e-book is delivered through Adobe Digital Editions® and when purchased through the Human Kinetics site, access to the content is immediately granted when your order is received. Adobe Digital Editions® System Requirements Windows -Microsoft® Windows® 2000 with Service Pack 4, Windows XP with Service Pack 2, or Windows Vista® (Home Basic 32-bit and Business 64-bit editions supported) -Intel® Pentium® 500MHz processor -128MB of RAM -800x600 monitor resolution Mac PowerPC -Mac OS X v10.4.10 or v10.5 -PowerPC® G4 or G5 500MHz processor -128MB of RAM Intel® -Mac OS X v10.4.10 or v10.5 -500MHz processor -128MB of RAM Supported browsers and Adobe Flash versions Windows -Microsoft Internet Explorer 6 or 7, Mozilla Firefox 2 -Adobe Flash® Player 7, 8, or 9 (Windows Vista requires Flash 9.0.28 to address a known bug) Mac -Apple Safari 2.0.4, Mozilla Firefox 2 -Adobe Flash Player 8 or 9 Supported devices -Sony® Reader PRS-505 Language versions -English -French -German

what is corporate wellness: State of The Global Workplace Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for

products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive -- but to thrive.

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what is corporate wellness: A Review of the U.S. Workplace Wellness Market Soeren Mattke, Christopher Schnyer, Kristin R Van Busum, 2012-11-28 This paper describes the current state of workplace wellness programs in the United States, including typical program components; assesses current uptake among U.S. employers; reviews the evidence for program impact; and evaluates the current use and the impact of incentives to promote employee engagement.

what is corporate wellness: Workplace Wellness Programs Study Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence, their impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a review of the scientific and trade literature, a national survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five case studies of existing wellness programs in a diverse set of employers to gauge the effectiveness of wellness programs and employees' and employers' experiences.

what is corporate wellness: Building a Business with a Beat: Leadership Lessons from Jazzercise—An Empire Built on Passion, Purpose, and Heart Judi Sheppard Missett, 2019-06-25 Transform your passion into a profitable business—with the help of the legendary entrepreneur who turned an innovative idea into a \$100 million global powerhouse. Judi Sheppard Missett is a fitness icon who, at just three years old, discovered a passion for dance that would eventually fuel a global dance fitness empire. After an early life spent honing her dancing skills and a career as a professional jazz dancer, Judi had an epiphany: why not combine the art of jazz dancing with the science of exercise to help others achieve a healthier, happier self-image and life? The wildly enthusiastic response from her first 15 students inspired her to launch Jazzercise, Inc., the world's leading dance fitness program with a cumulative \$2 billion in global sales. In *Building a Business with Beat*, Judi reveals for the first time the secrets behind the company's five decades of enormous success. In addition to helping millions of men and women improve their health and well-being through the fun and fitness of dance, Judi has inspired 8,500 franchisees to achieve their dream of owning and running their own business. Now, through powerful personal stories, practical proven-successful advice and insights, Judi shares how you, too, can transform your passion into a

profitable business. This inspirational guide will teach you how to:

- Create a successful business by discovering and defining your larger purpose
- Use your unique perspectives and abilities to enhance the lives of others
- Deftly handle everyday obstacles and unplanned events
- Develop an open mindset and embrace innovation and new possibilities
- Inspire your staff to connect to a purpose greater than day-to-day work, and more

Filled with helpful tips, smart strategies, and no-nonsense advice, this book is essential reading for anyone who has ever dreamed of creating a thriving, purpose-driven business. The author is living proof that when you're doing what you love, it may not seem like work at all.

what is corporate wellness: Smart Church Management: A Quality Approach to Church Administration Patricia S. Lotich, 2020-01-17 Church leaders understand that managing the day-to-day operations of a church can be challenging because of limited resources, managing volunteer labor, and supporting the needs of the congregation. Smart Church Management: A Quality Approach to Church Administration, Third Edition is an updated guide for managing the resources of a church - which is people, time and money. This book provides tools and examples for decision making and problem-solving for church administration that is easy to understand and more importantly, quick to implement! This book also includes discussion questions to provoke thought and discussion for church teams. This book is ideal for ministry students, church boards, church leadership and church administrators.

what is corporate wellness: Family Freezer Meals Kelly McNelis, 2019-01-08 FAMILY FREEZER MEALS is the ultimate cookbook to help you and your family eat healthy all year long. The book is packed with freezer cooker basics, best assembly methods, and the motivation to make freezer meals a staple in your life. With family-friendly recipes such as Cool Ranch Shredded Tacos, BBQ Maple Ribs, and Lentil Sloppy Joes, this book shows you how to stock your freezer with slow cooker meals that extend beyond slow cooker soups and stews. Plus, you'll get more for your money, less stress, and precious time back that you can spend with your family. Kelly is the wife, mother of five, and slow cooker addict behind Family Freezer Meals. She is committed to sharing healthy, simple, and budget-friendly recipes through the website's blog and freezer eCookbooks. Besides cooking and eating, Kelly loves spending time with her family, reading fiction, and running outside.

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