

# Workplace Wellness



## Wellness Wise

A division of The Synergy Centre

Workplace Wellness Solutions | Inspiring People | Transforming Business



# Workplace Wellness Solutions

*For Creating & Sustaining an Inspired & Healthy Workforce*

Wellness programmes are more than a perk. Many companies now regard them as an effective way to address absenteeism and attrition and increase productivity.

Eighty percent of stress related illness and chronic diseases from diabetes to heart disease and cancer are lifestyle related, but workload and the work environment also contribute to stress. These conditions are often preventable and frequently manageable.

Early detection, education about diet and exercise, stress awareness and management, mental health awareness, understanding mood and emotions, understanding the importance of quality sleep and relaxation and consideration to psychosocial factors are the cornerstone of workplace wellness programmes.

Research tells us that lifestyle changes are most effective when people are in an environment that promotes and supports good health.

Having supportive wellness solutions onboard that help employees adopt healthier habits can significantly reduce illness, absence and accidents.

However, getting employees to participate in wellness programmes can be a challenge. The key to maximising participation is the customisation of programmes to an organisations specific workforce.

Human beings need to be challenged and stimulated in different ways and by different means in order to create change, improve wellbeing and motivate for productivity.

If the end goal is a happier, healthier workforce, less sickness and absenteeism and increased productivity, then both employers and employees need to be actively involved and share the vision.

Investing in a healthier workforce by offering wellness components in the workplace makes a considerable contribution not only to employee health, but also to a healthier bottom line of the company.

**A happy, healthy workforce resulting in increased productivity is a hard to ignore benefit.**

**A focus on wellbeing also acts as an effective retention and recruitment benefit.**



*As consultants and facilitators of workplace wellness solutions, we are passionate about delivering solutions that have a real impact at all levels. Our focus is on bringing real results for companies who care about their workforce and understand that investment in wellness solutions is an investment in the future of the organisation as a whole; helping you reinvent your path to success.*



## Employee Benefits

- Wellness education & support
- Improved health & well-being
- Reduced illness
- An inspired & happy workplace
- Incentives
- Job satisfaction



## Employer Benefits

- Happy healthy workforce
- Reduced absenteeism / attrition
- Increased productivity
- Satisfied customers
- New business & increased revenue
- Envious reputation

# Our Solutions

Maximizing employee participation in wellness programs relies on willingness and readiness to make healthy changes. Our solutions inspire both employees and employers to think differently about wellbeing and what it means to them both personally and professionally.

We have a number of unique and dynamic solutions that are designed to evolve over time, enabling them to be integrated into the fabric of your companies culture and ensure the best possibility of long term success.

## Health & Nutrition



We emphasise a balanced plate, clean eating and consuming a variety of foods, fruits, vegetables, whole grains, healthy fats and lean proteins to ensure optimal intake of all nutrients. We educate on the importance of nutrition, as well as the importance of hydration for nourishing the body and mind and maintaining a healthy weight. As well as an active lifestyle and preventing illness and disease.

## Stress Awareness & Management



A common challenge for many is that of achieving balance between all aspects of life. The ongoing struggle of trying to take on too much or being bombarded by too much at one time can result in stress. As there is no one size fits all lifestyle, our solutions help people to identify stressors and employ effective techniques for daily stress management best suited to their lifestyle. Helping maintain balance and resilience.

## Quality Sleep & Relaxation Techniques



Rest is an absolutely essential part of the wellness equation. While often given the lowest level of priority by employees, we teach the value of adequate sleep and relaxation as a part of every wellness programme. To be able to relax, recover, refresh and rejuvenate is imperative to everyday well-being. Inadequate rest and poor sleep can often result in depression.

## Mood Contagion in the Workplace



People subconsciously affect each other's moods and emotions every day by processes such as emotional contagion and interpersonal mood induction & linkage. Mood has a direct effect on a team and environment and plays an integral part in performance, motivation and productivity. Mood contagion in the workplace starts at leadership level.

## Social & Cultural Awareness



Social awareness is the ability to comprehend and appropriately react to both broad problems of society and interpersonal struggles. Being socially aware means having a greater awareness of others through what they are saying and how they are acting. It also means being aware of the world around us and how our environments influence us. Increasing social awareness means improving on skills to connect with others both verbally, nonverbally, individually and in a group setting,

Cultural Awareness involves becoming aware of the values, beliefs and perceptions of people from other cultures. People from different cultures see, interpret and evaluate things in different ways. Promoting cultural awareness in the workplace and improving your employees' cultural literacy is particularly important in today's multicultural environment. It provides you and your employees with the knowledge on how to understand and work effectively with a diverse group of people.








## Mental Health Awareness



Promoting positive mental health and wellbeing should be a priority for all business' regardless of their size. The way employees think, feel, and behave can impact everything from productivity and communication to their ability to maintain safety in the workplace. Absenteeism, decreased productivity, and increased sick leave expenses are just a few of the ways mental health problems cost employers money.

One of the biggest challenges with mental health is removing the stigma that has been associated with it. Whilst many people seek help for physical health issues, there are many who do not address emotional and mental health issues, largely due to feeling too embarrassed, scared or confused to talk about it. Our solution helps raise awareness and how to approach mental health in order to remove the stigma and help anyone affected by mental health issues feel supported and considered.

# How We Deliver Our Solutions

-  Surveys
-  Awareness Campaigns
-  Presentations
-  Lunch & Learn Sessions
-  Motivational Mondays, Wellness Wednesdays, Feelgood Fridays
-  Goal Setting – Strategies and Tactics
-  Wellbeing Champions

## The 6 Elements of Wellbeing



**We listen to your needs as an organisation, work with you to decide which route will be most effective and tailor our solutions to suit your needs and desired outcome.**

### Set the Outcome

Determine your goals. Eg: increase staff engagement, reduce absenteeism, reduce injury, boost productivity, using wellness as a recruiting and retention benefit.

### Tailor the Outcome

Companies are as individual as the people working with them. With this in mind, we will work with you to determine what will work best for your organisation. We know that success is based on delivering bespoke solutions customised to your specific workplace needs and interests.

### Create Manageable and Achievable Timelines

It is important to create momentum. A timeline that is either too short or too long can stall participation and impact engagement.

### Determine Quantifiable Measures

Set the 'How' and 'When' outcomes. Eg: the reduction in the level of absenteeism, training costs due to attrition, increased productivity, increased profit etc.

**To speak with us about how our wellness solutions can help you increase your workforce wellbeing, reduce absenteeism, increase productivity and create and sustain an inspired and healthy workplace:**

 **Call: 022 188 0212**

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