



Welcome to the 2018 FRPA Conference! Wellness Program Evolution

Learning Objectives

- Recognize the link between recreation professionals and internal wellness efforts.
- Identify the potential needs of your internal employees and how to best serve them.
- Wellness program evolution-try, implement, evaluate, and can, repackage or repeat.
- Identify ways to approach leadership on adoption of wellness.



Regina Novak
Health and Well-Being Specialist
City of Clearwater



Natasha Daniels
Cigna Onsite Well-Being Coordinator
City of Clearwater



Parks and Rec: Wellness Leaders

Employee wellness programs-why Parks and Rec should take the lead:

- Greater understanding of the dimensions of wellness
- More likely to have relevant education
- Already very tapped into the community
- Who does fun better????
- Typically comfortable with people
- Creative programming
- Access to internal programming resources (ex: facilities)



Dimensions of Wellness

- All are important-
direct links to health
and productivity
- Sound in body AND
mind
- Can significantly
impact the whole
work environment
- A Whole Approach to
Well-Being; aligning
personal and
professional



http://www.nationalwellness.org/?page=six_dimensions

Dimensions of Wellness

- Occupational: career you are passionate about; personal growth and development, financial security
- Physical: nutrition, physically active, sleep, preventive care, abstain from substance abuse
- Social: contribute positively to community, meaningful relationships
- Intellectual: challenge yourself, expansion of knowledge and skills, creativity, sharing talents
- Spiritual: understand your values and beliefs and respect others
- Emotional: understand and accept your feelings, living optimistically, a sense of direction

Needs and Wants

- Biometric/personal health assessment aggregate data
- Employee surveys
- Building relationships
- Being engrossed in the culture of the organization
- Connections to other departments

Evolution of Well@Work: City of Clearwater 2014-present

2014 Well@Work

Current Program:

- Better Body BINGO
- 10K Steps Challenge
- Wellness Policy
- Wellness Champions
- Bike Share program
- Yogalates
- Weight Watchers
- Bottle Filler Stations
- Ideas yet to come to fruition



2014 Where to Start

Strategy November 2013-early 2014

- Lots of meeting people (roll call at PD, staff meetings, senior executive team, city leaders, wellness champions, etc.)
- Learning about different cultures, what people need AND want
- Started attending orientation to spread message
- Meetings with Baycare
- Networking groups and wellness professionals

2014 Well@Work

New Initiatives

- Wear Red Day, Go Green Challenge, Wear Blue, Go Pink
- Well@Work newsletter-success stories and upgraded look
- Interns
- Introduced the Healthy selfie
- Vending
- Mini onsite health fairs
- Gym in a bag
- Water Challenge
- Smoothie Challenge
- Desk stretching program



2014 Lessons Learned

- Bikes moved
- Weight Watchers ended
- Water challenge: simple and effective
- Health observance days are fun
- Success stories=good
- Interns essential
- Onsite programming good, though response is lacking
- Gym in a bag...identified want but little follow through
- Smoothie challenge-fun but complicated
- Vending complicated



2015 Well@Work

- New Year Challenge
- Nutrition Challenge with store tour and cooking demo
- Health center presentation (Bento Box)
- Mini health fairs
- New shoe partner for 10K
- Franciscan Center
- Mental Health Fair
- Fitness on Demand



2015 Well@Work

- Ergonomics project
- Upgraded bottle filler stations
- Makeover Challenge
- Onsite fitness options (equipment)
- Fitness classes and adult learn to swim
- Blood pressure machines
- Lunch n learns
- Started monthly lunch "n" learn commitment with stormwater/streets and sidewalks
- Shuffleboard clean up



2015 Lessons Learned

- New Year Challenge-poor timing?
- Nutrition Challenge-low participation but activities a hit
- Lunch “n” learns well received
- Mini health fairs-participation lacking
- New shoe partner for 10K=BIG WIN
- Franciscan Center-big step in the right direction
- Mental Health Fair-let’s change the culture
- Fitness on Demand: good in theory
- Ergonomics project-room for improvement
- Upgraded water stations-people want clean water
- Makeover challenge-worth it

2016 Well@Work

- Onsite massage paid for by employee
- Employee basketball league
- Cooking with fire department
- More lunch “n” learns
- Women’s/men’s self defense class with PD
- Introducing behavioral/mental health topics
- Living Well Luau
- Screenings onsite



2016 Well@Work

- Baycare mammogram program
- Introduced 4 week series
- Post trauma training
- City employee art show
- Winter walk
- Olympic challenge
- Hydration (total) challenge



2016 Lessons Learned

- LOVE Massage
- Kinks with basketball league
- Reaching fire employees
- Self Defense a hit
- Openness to behavioral health topics
- Introducing behavioral/mental health topics
- Low attendance-fair and screenings
- 23 mammograms
- 4 week series worked
- Olympic challenge flopped
- Art show and walk-morale

2017 Well@Work

- August 2017-Natasha joins the team!!!!
- BINGO length and prizes
- One basketball season
- Couch to 10k challenge
- Onsite, specific programming
- Introduced more behavioral and mental health classes
- Onsite EAP and UF Extension
- Retro Resiliency Fair
- Screenings and mammograms
- Check Change control pilot
- Pre/post measures with Tanita scale
- Ergonomic assessments by request



2017 Lessons Learned

- BINGO changes positive
- One basketball season works
- Couch to 10k challenge
- Employees want resiliency
- Employees want targeted and onsite
- No more mental health fair
- Mammograms from 23 to 53
- CCC huge improvements with BP

2018 Well@Work

Constant Challenges (based on 2017 survey feedback)

- January: Mile a Day Challenge
- February: Random Acts of Kindness Challenge
- March: Triple Crown Challenge
- April/May: 10K Steps Challenge
- June/July: Strive for 5 Challenge
- August: Gratitude Challenge
- September/October: Adventure Challenge
- November/December: Better Body BINGO



2018 Well@Work

- Volleyball
- Golf league
- More onsite presentations
- 2 Check Change Control programs
- Lifeguard experience
- More Series
- Toolkits
- Risk presentation
- Supervisory training
- Mammograms-May and October
- Resiliency and Thriving training
- Wellness Treasure Chest
- 10 in 10

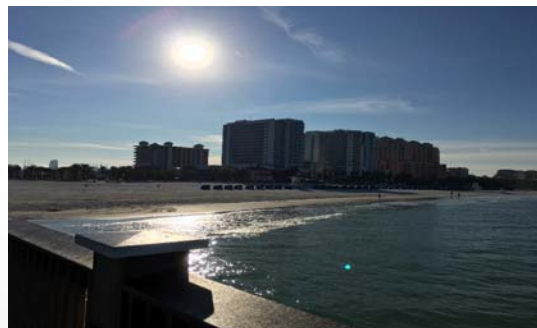


2018 Lessons Learned

- Need more sports leagues- increased employee demand
- Adding more challenges did not create more participation
- Random Act of Kindness Week instead of month (team challenge)
- Treasure Chest a hit-new incentives
- Eliminate Check, Change, Control Program due to poor participation

2019 Well@Work

- Executive Challenge
- Videos (Booster Breaks/Instant Recess)
- Workplace CDSMP
- Resiliency and Thriving
- Well-Being Trainings-raising the bar on wellness



Leadership-Case for Wellness

Employer	Employee
Reduced claims	Better health
Reduced workman comp claims	More energy, better resilience
Higher productivity	Fun during work
Less absenteeism/presenteeism	Greater satisfaction with work
	My employer cares about me

Leadership

- Patience
- Make the business case
- Find your allies
- Learn from others
- Be creative
- Seek input
- Designate someone to head up the program
- Learn about your audience and build relationships
- **DO NOT FEAR FAILURE**

Questions?



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For more information about the Florida Recreation and Park Association visit www.frpa.org.