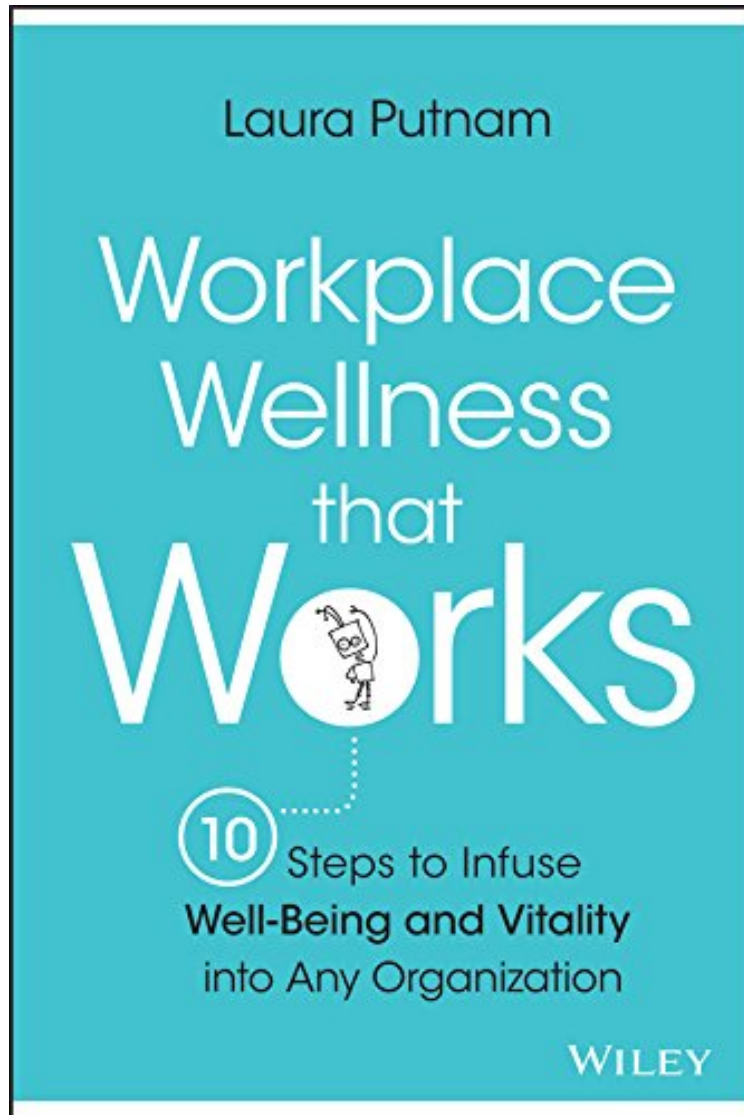


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Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization

Laura Putnam

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Laura Putnam : Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization before purchasing it in order to gage whether or not it would be worth my time, and all praised Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization:

0 of 0 people found the following review helpful. Outstanding and useful information for a healthier workplace cultureBy Ryan BlackI would highly recommend this book to any all all health professionals and also to managers of

human resources who are looking to enhance your employees satisfaction and performance. Not only do the contents provide a variety of techniques for individual success as a health promoter, but even more importantly how to properly recognize workplace culture and create a movement that benefits the whole company. Being a recent college graduate in health promotion I am much more confident stepping into the field of workplace wellness with the guidelines, references and stories provided in this book. The setup and organization of this book really show how to properly start a wellness movement in the workplace, how to make sure it grows and engages employees with an excitement for change, and how to make the program stick and create meaning within a positive workplace culture that eventually drives itself towards better health. I really like how this book does not start and stop with health and wellness from a physical standpoint but elaborates on how a successful comprehensive wellness program takes into account other intrinsic motivators that are critical to engage people in the workplace to find their better selves and drive a successful team forward.

0 of 0 people found the following review helpful. Fun, Succinct and Inspiring! By Sami Says This book is a terrific what and how-to guide on workplace wellness. One of the things that I liked most and what stood out for me is the continuous positive flow; the way in which Ms. Putnam immediately and purposefully invites you to see yourself as agent of change and then to imagine what is possible, both of which are the critical ingredients to what workplace wellness really is about which is organizational culture. Self-awareness is key not only for leaders, but for every single person who works in an organization and that is who she is speaking to with this book. And that's a LOT of people! Building, shaping or changing organizational culture is everyone's job, not just the leader, which is why this book is so galvanizing as it is chock full of activities that anyone can do either in a one on one with a colleague, as leader or member of a team or committee, or with an entire organization. Similar to the culture imperative she describes, Chapter (Step) 7 provides what I believe to be critical clarifications between participation and engagement. To wellness professionals, committee members or HR persons charged with developing wellness programs, these are seldom understood concepts that can make a huge difference in how you approach this project and its consequential success. Ms. Putnam touches nicely on the different types of motivation and the use of incentives which has become a central point of contention between the old and new in workplace wellness. The rest of the book is dedicated to getting the reader on the move (as if the book hasn't done that already!) and ends with a nice summation of where we are with wellness around the globe. It really is a fun, succinct and inspiring book that gives great foundation and food for thought.

1 of 1 people found the following review helpful. Follow these 10 steps and you really WILL have a Workplace Wellness Program that Works! By sloan I first came across Laura Putnam when she gave an amazing webinar for WELCOA immediately ordered this book. Now I am in the very fortunate position of studying "Workplace Wellness that Works" in even greater depth as a text book in the Workplace Wellness Ambassador Program by Kelly Wellness Consulting Inc. leading to a Workplace Wellness certification. Laura's educational background gives her an engaging style as a presenter that translates over into her writing too. Her book is filled with strategies and guidelines that can be put into immediate use with many real world examples. Her passion for this subject is evident and she is extremely knowledgeable in her field.

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.

From the Inside Flap Workplace wellness programs have been around for years, but there is abundant evidence suggesting that the traditional model simply is not working. For starters, the rates of obesity, stress, and lifestyle-related disease continue to rise. Nearly half of all Americans now suffer from some form of chronic health condition. This is enormously expensive to both society and business. Making matters worse, traditional methods of encouraging

workplace wellness don't necessarily cut costs either; the evidence of ROI for wellness programs is mixed at best. Workplace Wellness that Works brings a breath of fresh air to this current state of affairs. In this book, top wellness consultant and sought-after speaker Laura Putnam shows how to take an outside-the-box, more effective approach to designing wellness programs. She illustrates why true health and well-being cannot be mandated but must be pursued voluntarily. Workplace Wellness that Works offers avenues to generate inspiration at all levels of an organization and infuse well-being into the workplace. Readers will learn how to move beyond top-down compliance initiatives and build well-being directly into their organizational cultures. Research clearly shows that simply putting wellness programs in place does not necessarily guarantee employee participation. The steps in Workplace Wellness that Works address this dilemma and provide guidance on engaging people in their own well-being and tying health and wellness to overall performance improvement. Businesses that have taken a more creative approach to workplace wellness have achieved outstanding results. Using a practical 10-step path to creating and implementing an innovative wellness program, Laura Putnam shows that cultures of vitality are not just for cutting-edge companies but can be achieved in any organization. Workplace Wellness that Works provides thoughtful tips on how to generate leadership engagement and, when necessary, how to "sneak" wellness-related elements into organizational development. Change is always a challenge, and the best new initiatives are context-sensitive. These two truths are woven seamlessly into Workplace Wellness that Works, which provides examples, resources, and action items for taking an evolutionary approach to promoting employee health and well-being. Whereas many authors have devised one-size-fits-all frameworks for workplace wellness, Laura Putnam shows readers a research-based path to identifying what will work best in their unique situations. This innovative approach will help wellness and human resources professionals, as well as managers and executives, re-frame the way they think about health and well-being in the workplace.

From the Back Cover

Praise for Workplace Wellness that Works

"Laura Putnam's insights coupled with compelling stories and tangible action items will help any organization adopt a more creative approach toward transforming culture and influencing well-being at work." —Chip Conley, Airbnb Head of Global Hospitality and Strategy, New York Times bestselling author of Emotional Equations

"A great book that inspires and spells out a better way to promote well-being in the workplace. Through stories and case studies, Laura Putnam shows us how asking the question, 'What's possible?' can serve as the foundation for healthier habits." —Dr. Kenneth R. Pelletier, PhD, MD, Clinical Professor of Medicine at the University of Arizona School of Medicine and international bestselling author of Mind as Healer, Mind as Slayer

"Workplace Wellness that Works is a different and insightful look at an old topic that takes a more holistic perspective. Laura incorporates workplace design, culture, and a more employee-centric perspective with practical examples I can use to deliver healthier work environments for 'Millennials' through 'Baby Boomers' in the dynamic and intense technology startup market." —Christopher S. Dean, CEO of Swrve Mobile, Inc., Chief Revenue Officer of Urban Airship, and Chief Strategy Officer of Skype

"For those who are seeking a practical guide to workplace wellness, here's your answer. A book that's packed with innovative ideas on how to take action today to improve employee health and well-being." —Dee Edington and Jennifer Pitts, cofounders of Edington Associates and coauthors of Positive Health as a Win-Win Organizational Philosophy

About the Author

LAURA PUTNAM is founder and CEO of Motion Infusion, a well-being consulting firm that provides creative solutions in the areas of engagement, behavior change, and human performance improvement. She has worked with a range of organizations from Fortune 500s to government agencies to academic institutions and nonprofits. She also serves as the Chair of the American Heart Association's Greater Bay Area 2020 Task Force.