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Boosting Team Morale Through Integrated Wellness



Takeaway Sheet



An
Employee Empowerment Group
Presentation

Forbes Business Council



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Key Takeaways



More and more, team members are searching for work environments that support both their professional and personal growth. That includes demonstrating the organization cares enough about them as individuals to offer benefits which help them with productivity while protecting their health.

What causes “low morale”?

- Lack of communication and clear instructions.
- Lack of trust.
- Dishonesty.
- Micromanagement.
- No team bonding.
- Lack of praise or thanks.
- Lack of training.
- Lack of acceptance for responsibility.
- Disrespect.
- Unrealistic goal setting.

Key Takeaways



How do you recognize low morale in yourself and your team?

- Increase in tardiness and absenteeism.
- Staff conflicts.
- Increase in errors.
- Customer complaints.
- Low affect.
- Deterioration in the appearance of the work area or of team members.
- Lack of enthusiasm.
- High turnover.
- Lack of commitment.
- Unwillingness to participate.
- Use of phrases like what's the point and nobody cares.
- "Us" versus "them" talk.
- Covert conversations and exclusionary behavior.
- Complaints of team members not carrying their load.
- Deadly silence at meetings.

Key Takeaways



How does integrating wellness into daily operations actually improve the bottom line?

- Improved employee health behaviors:
 - by helping reduce smoking and alcohol use, improving weight management, encouraging healthy eating and exercise, and much more.
- Reduced healthcare costs:
 - health insurance companies sometimes provide discounts or other perks for enrolling in employee wellness programs -- which leads to lower healthcare costs both for employees and employers.
- Decreased absenteeism:
 - 52% of employees say that employee wellness programs have “reduced their number of sick days.”
- Improved productivity:
 - decreased “presenteeism” (when they are present at work but not productive) due to poor health.
- Improved employee attraction and retention:
 - 87% of workers say they “consider” employee wellness programs as a major factor when choosing a job. Employee wellness programs are also very appealing as part of an overall benefits package and may be helpful in boosting overall employee retention.
- Increased morale:
 - 70% of workers enrolled in a workplace wellness program have reported “higher job satisfaction” after enrollment. Companies with engaged, happy employees are 21% more profitable, and workplaces with high morale see 41% less absenteeism on the job.

Key Takeaways



What can organizations do?

- Choose to customize the employee wellness program over generic options. Hire a professional to design your employee wellness program.
- Foster a culture where wellness practices are encouraged and normalized.
- Perform daily -- or at least weekly -- check-ins with team members to see how they are doing.
- Incorporate wellness activities within the work day, including breaks during the day and time off for mental health care.
- Provide wellness coaches as a resource for employees.
- Include a mindfulness activity in each meeting.
- Convert to a 4-day work week.
- Allow a flexible work schedule so employees can actually use the offerings of the wellness program without losing pay.



We hope that today's session gave you ideas as to how to boost morale and retain top talent by integrating wellness into daily operations.

And if you haven't watched the replay yet, make sure to do so, there's a lot more valuable information in there!

Remember that...

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“We are embedding health and well-being at the heart of our business strategy because our people are our greatest asset, and we recognize that a healthy, happy and committed workforce is vital to our business success.”

— Alex Gourlay, MD, Boots UK

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Thank you for being part of this important community.

Let's continue the conversation in the Employee Empowerment room!