

Creating Healthy Work Environments VIRTUAL 2021

Bridging Company Silos to Create and Integrate a Healthy Work Environment Globally

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Purpose: Program fragmentation with conflicting goals and ineffective programs may occur when health, safety and wellness are the responsibility of different silos within a company structure. Human Resources / Benefits are frequently responsible for the design of wellness and well-being programs in large organizations. Environmental Health & Safety are responsible for the traditional "safety" programs".

Occupational/employee health nurses are frequently responsible for planning, implementing and managing health promotion programs. However, these groups are not always part of the high level decision-making group due to corporate silos and politics. High level leadership decisions are often influenced by fiduciary concerns. In addition, there are multiple models and vendors providing a variety of health & safety program designs and concepts. It can be challenging to determine which to select and how to implement effectively across the organization to create a healthy work environment.

Methods: Different buzzwords are used today to describe what we historically name Health Promotion: Sustainability, Vitality, Mindfulness, Wellness, Prevention, Protection, Environment, Culture, Dimensions, Pillars, Coaching, Social Climate, Counseling, Healthy Living and Well-being. What does it all mean and how does it fit together when you are responsible for planning, implementing and managing health promotion programs? This session will examine the journey by a multi-national company to successfully create and integrate healthy work environments at all of their locations globally. The session will explore past and current models and the connections to recent research, including the NIOSH Total Worker Health and United Nations Sustainable Business Goals. The discussion will cover the impact of company silos and strategies used to bridge the silos and implement an effective and measurable programs for Healthy Work Environments.

Results: There will be descriptions of many of the programs. Examples of the global programs include: travel health, smoking cessation, vaccinations, AED/CPR/First Aid, weight management, fitness classes and centers, EAP, bike challenges, lactation rooms, HRA/biometric screenings, onsite mammograms, environmental change, cardiovascular risk reduction, and global health & fitness month.

Conclusion: We will conclude with a discussion of methods/metrics used to measure outcomes.

Title:

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Keywords:

company silos, global integration and healthy work environment

Abstract Summary:

Program fragmentation with conflicting goals may occur when health, safety and wellness are the responsibility of different silos within companies. Examine the journey by a multi-national company to create globally a Healthy Work Environment. Explore past and current models, recent research, strategies, programs, and outcomes measures.

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