

WANTED!

A Corporate Environment
That Supports Healthy
Lifestyles

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“Why would you want to have a healthy community in the first place?

Because it is a prerequisite for sustainable profitability and performance. In a climate that requires continuous creativity, healthy communities are a requirement for success.”

~Julie Meek, DNS



How to create an work environment supportive of healthy lifestyles

- Proactive Policies
- Management Support
- Wellness Friendly Facilities / Convenience Factor
- Empowerment & Support



Proactive Policies

- Seatbelt use required in company vehicles
- Flexible work schedules
- Telecommuting
- Nonsmoking policy enforced
- Employee assistance program to include behavioral health concerns



Gulf's Proactive Polices

- No smoking policy
- Weight Management Guideline
 - Company-sponsored weight loss program
- Power to Perform
 - Customized stretching program



Management Support

- Ongoing program support
 - Encourage participation & continued funding
- Recognition & rewards for wellness success
 - Success stories, award ceremonies



Gulf's Top Down Support

- Recruitment
 - Promote wellness program to potential new hires
- New hire orientation
 - Welcome to Wellness packet and online resources
- Company time to participate
- Department Challenges
 - 10K-a-Day; Feel Great in '08; Skyscraper Challenge
- Customer Calls
 - Check the pulse



Wellness Friendly Facility

- Cafeteria offers healthy food
- Workstation furniture conforms to ergonomic standards
 - Education on proper workstation setup
- Stairwells are clean, well lit and safe
 - Encourage stairs instead of elevators
- Walking paths / basketball
 - Exercise opportunities on facility grounds



Gulf's Wellness Friendly Facilities

Convenient

- Onsite health screenings / flu shots
- Onsite fitness center
 - 24/7 & personal trainers onsite
- Virtual instructor led exercise classes
 - Pilot locations



Gulf's Wellness Friendly Facilities

Financial Incentive

- Discount on health insurance premium
 - Health screenings + HRA
- Discounts to local fitness centers
- Fitness subsidies
 - Participation requirements



Gulf's Wellness Friendly Facilities

Resources

- Healthy catering guidelines
- Healthy snacks/drinks in vending machines

Accessible

- Wellness website
 - Available from work or home
- Stall Street News



Empowerment & Support

Empower = Direction + Autonomy + Support

For empowerment to work, employees need to have well-defined boundaries and support for achieving their goals



Keep the Momentum Building!

- Wellness committees / champions
 - Employee ownership
 - Generate ideas / peer cheerleaders
- Strength in numbers
 - Partner with other departments
- Instead of selling programs, you'll be directing creative energy
 - Employees / managers will be asking for wellness



Gulf's Shift in Culture

- Middle-aged employees without a physician
- Managers requesting
 - Health topics for safety meetings
 - Department challenges
- Employees requesting
 - Healthy foods during storm duty
 - Install bike racks
- Partnership requests with other departments
 - Benefits; Safety; Facilities



Wellness is the way we work!

“Cure people’s ills and make them healthy for a day.

Teach them to stay well and keep them healthy for a lifetime.”

~Chinese Proverb



For more information,
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