



Workplace Wellness: Creating a Successful Wellness Team

Wellness issues important to you – brought to you by the insurance specialists at Brown & Brown Benefit Advisors.

When constructing a wellness program within your organization, creating a solid wellness team is critical to its success. Teams lead the way for other employees to transform their lives and to make positive, healthy choices. Consider the following suggestions for developing a wellness team and getting your wellness initiative off to a good start:

- ✓ **Formally Appoint Team Members and a Leader**
 - Upper-level management should formally appoint several employees to the team and chose a strong individual who “walks the talk” to lead the team. This sets the precedent that the wellness program and the team’s roles are important within the organization. Consider making wellness team responsibilities part of the team member’s job description.
- ✓ **Promote the Wellness Team within the Organization**
 - Promote the workplace wellness team and its initiatives internally. Creating high visibility for the program sends the message to employees that it is important.
- ✓ **Include Employees from all levels and areas of the organization into the Team**
 - To demonstrate that the wellness initiative is constructed for the benefit of all employees and to gain “buy-in,” include individuals in varying degrees of health from various areas of the company and of different power levels. Within the team, executives and frontline employees will be equal.
- ✓ **Meet on a Regular Schedule with a Formal Agenda**
 - Teams should meet on a regular basis to make sure the priorities of the initiative don’t get sidelined by other tasks. An agenda clarifies the focus of their initiatives and drives the meetings. Keep minutes to keep track of activity and progress.
- ✓ **Communicating often is the Key**
 - To successfully educate and inform other employees, the team members should constantly be communicating about their initiatives.

An effective workplace wellness team can dramatically improve the health initiatives within your organization. Not only will these individuals work to rally others, their efforts will also hopefully lead to reduced health care costs while bettering the physical and emotional state of all your employees.