

Building Healthier Organizations

by *Bringing Meaning into Monday™*

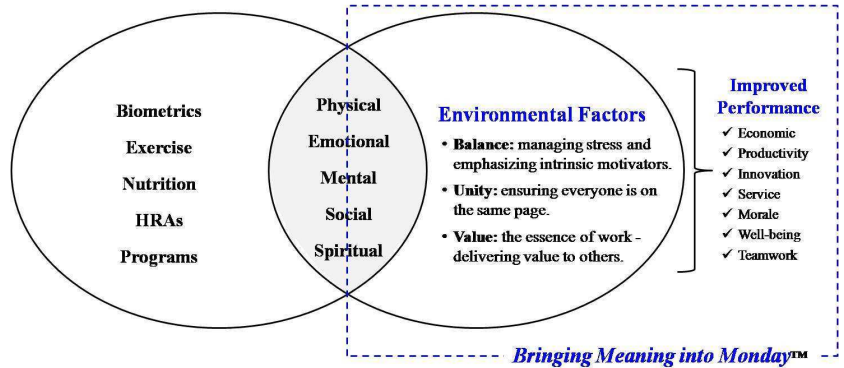
Studies report that one third of U.S. workers are chronically overworked and over stressed. This acts as a precursor to chronic conditions, which account for 60-90% of doctor visits. Organizations are looking for ways to improve economic vitality; however is this possible when so many people are burned out or checked out?

Today, the majority of workplace wellness initiatives are directed at one side of the challenge – physical health.

BRINGING MEANING INTO MONDAY™ augments these investments by addressing factors that directly affect emotional, mental, social (relationship quality) and spiritual (sense of purpose) health.

By emphasizing **balance**, **unity** and producing **value** (the essence of work), this is achieved in a manner that improves employee well-being and bottom-line performance, which is necessary to attract and maintain the interest of today's leaders.

Worksite Wellness



Results Achieved

- ✓ Increased revenues 18% annually
- ✓ Margins improved nearly 50%
- ✓ Improved average price on a larger sales base
- ✓ Increased volunteer usage >100%.
- ✓ Reduced 75% of set-up costs
- ✓ Improved financial results 150%
- ✓ Developed a volunteer tracking system: monitoring time and impact
- ✓ Developed tracking system to monitor events and donations

"A good mix of theory and application."

"We have a unified plan. We needed the structure and accountability."

"Excellent process! Develops a clear course of action."

"I no longer feel like a lone ranger, I now have partners."

"Results in action plans that are practical."

"We feel a connection to the bigger goal."

"Could be used by nonprofits and for-profits - builds team consensus."

Concepts are *applied to existing priorities*, seeded into organizations via a proven, time-driven and results-oriented process – improving individual and leadership effectiveness.

To learn more we offer introductory workshops and webinars.

To get started we deliver a process that will help leaders *apply* new skills to an existing priority that involves a team. The process will catalyze efforts, unifying diverse inputs and agendas. Steps include:

1. **Identify an existing project / priority**, an outcome of introductory workshop.
2. **Prepare team leaders**: clarify roles, timelines and preparation required.
3. **Team immersion**: team leader(s) facilitate the team (5-8 people) through a series of exercises, establishing focus and shared accountability.
4. **Progress will be monitored** (and adjusted) after 30 and 100 days.
5. **100-day progress will be reviewed** with sponsors and next-steps outlined.

We offer a **client-specific**, in-house approach – working with one or multiple teams from the same organization – or a **community-based** approach where multiple organizations or teams can experience the process together. Each organization or team works independently from the others and has a different priority/project; however they all apply the same process.



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Today, many people are struggling to keep up with the pace of life. They are physically, emotionally and mentally exhausted, which negatively affects their health, attitude, relationships, families, and sense of community. Outwardly, the signs are pretty clear. Studies repeatedly report the fact that stress accounts for over 75% of medical problems and has influenced rising trends in such things as obesity, hypertension, depression, addictions and violence. Additional studies reflect undesirable trends in terms of workplace stress and discontent. Is there a connection?

Today's workplace offers fertile ground for personal and societal improvement due to the amount of time many people spend there. In addition to improving organizational results, positive energy generated at work will carry over outside of work, resulting in healthier families and communities. Historically, this has proven easier said than done. For example, many well-intentioned workplace health initiatives have not permeated beyond individual behavior change nor proven sustainable. In part, this is due to their inability to secure and maintain the short-term, performance-based interests of today's leaders. Currently, many worksite wellness initiatives narrowly focus on improving an individual's *physical* health, attempting to reduce health care costs. Going forward, efforts must be more balanced – simultaneously improving individual well-being *and* organizational results by creating a supportive and energizing culture.

Achieving Balance

To attract and retain productive employees, most organizations focus on providing such things as fair compensation, career opportunities and lately, individual access to better nutrition, health assessments and techniques to temporarily reduce stress. All necessary elements, yet they only reflect one side of the challenge.

In addition, *to be fully engaged, people require a sense of purpose; an intrinsic-realization that their life has meaning* – a connection to something bigger than

themselves. In the context of work, this is a result of how they contribute value to others, personally and collectively. Relationships will be healthier and people will be more cooperative and resilient. Their work will be more vibrant and meaningful, and their overall productivity and well-being will improve by tapping infinite sources of available energy – emotional, social and spiritual. **Having good, healthy, hard-working people does not guarantee a productive or meaningful workplace; ensuring good people are focused on the right things, things that produce value for others, does.**

Similar to a teeter-totter, weight is required on two sides to make the ride enjoyable. Achieving balance, therefore, is not an either-or decision. Leaders are responsible to create a work environment that facilitates this – an environment that produces sustainable results *and* a greater degree of meaning.

Bringing Meaning into Monday™

Bringing Meaning into Monday™ is a proven, results-oriented process that helps leaders get started – fostering a unified work environment that emphasizes the essence of work – *delivering value to others*. By focusing on existing priorities or teams, we build momentum organically as concepts become seeded within organizations and leaders learn a practical and repeatable set of skills via application versus theory.

We believe that in addition to money, people require energy, hope and sense of purpose; in particular at work. We believe that the best leaders create work environments that facilitate this – tapping the limitless potential of their people.

This process can be applied within specific organizations and more broadly, in a community-based manner. Therefore, it can be delivered cost-effectively, simultaneously assisting multiple organizations, teams and community-driven initiatives.

“This time, like all times, is a very good one, if we know what to do with it.”

- Ralph Waldo Emerson