

How Do You Get Started?

Keep in mind that no program will be created equal among the municipalities. There is no “one size fits all”. We need to work on a program that is right for your municipality. We want to create a culture of wellness within your organization.

But there are a few steps that, when followed, will help ensure the success of your particular program. And remember you now have the added support of me! I am here to help you figure out what to do that will be best for your staff and will be manageable. Here are some things you will need to keep in mind before starting your program:



1. **Develop Exemplary Management Support**

This is probably the most important step to assure your program will get off the ground. Senior managers lead their organizations by example. They work to ensure that the management structure not only allows, but supports and encourages their employees to participate. Participation is the key to success!

2. **Appoint a Wellness Coordinator**

This person will carry out activities in support of the program mission and policy implemented and approved by senior management. They will keep the program pieces in check. Depending on the size of the municipality, this person may also have the role of Safety Coordinator. In either case, the wellness program should work in conjunction with the efforts of the safety program.



3. **Organize a Wellness Committee**

The Committee should be made up of a cross-section of different departments. Working with the Wellness Coordinator, the committee needs to establish realistic short-term and long-term goals and standards for evaluating the on-going success of the program. The Wellness committee will serve to represent co-workers ideas and concerns and help reshape the organizational culture towards health.

4. **Find out what is important to the employees**

One way is to ask your staff to complete a short questionnaire. This will allow you to assess what is important to them and what risks or concerns should be addressed first. On the website you will find a sample questionnaire you can modify and use.



5. **Start small and work up from there**

Create a plan that will encourage lifestyle change through continuous awareness, create a supportive environment to encourage this change, and make sure all policies and activities target the health risks and needs of the employees. Don't set yourself up for failure by trying to do too much too soon. As results are seen, interest will pick up and you can grow from there.

Everyone stands to benefit from this!!! I look forward to working with you.