

Leadership and Culture

Checklist for Taking Action at your Worksite

- **Exercise:** Identify 2-3 barriers to worksite health in your organization (consider leadership support, policies, environment, and work culture). For each barrier, identify 1-2 ways the barrier could be reduced or removed. Use this information for reference and incorporation into your worksite health plan (discussed later in Worksite Health 101 Planning and Implementation training)
- Identify key people in the organization who are in positions of influence to support the worksite health team
 - Review the “Creating Leadership Support” slide (#7) and assess where key leaders fall on the continuum
 - Use the information from the Making the Case presentation to build support for the worksite health program among these individuals
 - Link worksite health to the business strategy
 - Link program outcomes to employee financial / health benefits
 - Integrate worksite health responsibilities into job descriptions/annual reviews and job performance criteria
 - Implement a senior-level worksite health pilot program
- **Worksite Health Team Exercise:**
 - Assess what is in place:
 - Are you developing a new worksite health champion team?
 - Are you merging existing teams (i.e., wellness and safety)?
 - Consider the components of effective worksite health teams in slides 14 – 19
 - See sample worksite health team charter (pages 31-32)
- Develop a program name and logo (see samples on pages 33)
 - Leverage existing brand equity / integrate into corporate culture
 - Involve employees in name / logo process
 - Use images that reflect your employee population
 - Brand all program communications for consistency

Action Steps Checklist:

- Identify barriers to the worksite health program
- Identify strategies to reduce the impact of barriers
- Build support for the worksite health program with key leaders in the organization
- Determine the worksite health champion team structure and representation
- Select worksite health team leader
- Formal/informal charter or mission statement developed
- Meeting frequency determined (monthly meetings recommended)
- Establish worksite health champion team budget
- Develop program name and logo
