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MEET THE SPEAKERS

DR. DAWN BAZARKO: DNP, MPH, RN, FAAN
-Founder and Senior Vice President of Moment Health, an innovative new UnitedHealth Group business focused on bringing mindfulness solutions to the work place, to health care workers and into health care delivery to improve the care experience
-Co-creator in the formation of UnitedHealth Group’s Center for Nursing Advancement

ANDREA BON-WILSON: MA, LPC, CAC II, FAACVPR
-Psychological and behavioral counselor at St. Anthony Hospital
-Provides individual and group counseling for the psychological and social risk factors of cardiac, diabetic, and cancer patients.
-Presents regularly on stress and health, emotional healing and management, and behavior change.

DR. COLLEEN FAIRBANKS: PH.D
-Behavioral Health Coordinator for Interactive Health
-Licensed clinical psychologist with a specialization in health psychology
-Assists health care professionals in making their conversations efficient and impactful as well as working directly with individuals to achieve optimal whole health and wellness

DR. CHRISTOPHER KNOEPKE: PH.D, MSW, LCSW, CEAP
-Postdoctoral Fellow at the Adult & Child Center for Outcomes Research & Delivery Science (ACCORDS) at the University of Colorado School of Medicine, where he researches ways to facilitate patient-provider communication
-Licensed Clinical Social Worker (LCSW) in Colorado and a Certified Employee Assistance Professional (CEAP)
-Helped develop comprehensive drug free workplace for small businesses throughout Colorado

COLLEEN REILLY: MBA/MSM
-President/Founder of Total Well Being
-Business professional with a strong educational and experiential background in health, well-being, productivity and employee engagement consulting
-Recognizes the need for integrating benefits, medical, disability, safety, workers compensation, EAP, well-being and culture initiatives for a holistic model that results in effective cost containment and productivity enhancement

DR. BRIAN LUKE SEAWARD: PH.D
-Executive Director of the Paramount Wellness Institute
-Renowned nationally and internationally as an expert in the field of stress management, mind-body-spirit healing and health promotion
-Taught stress management techniques with various heads of state, and coached relaxation techniques to several Olympic athletes, Broadway actors, media personalities, and leaders of several multinational corporations
Dr. Dawn Bazarko

Moment Health

Building Individual and Organizational Capacity and Resiliency Through Mindfulness

Mindfulness, the practice of being fully present in each moment, has been scientifically demonstrated to help lower stress, improve health and even strengthen attention and concentration. Many organizations are implementing mindfulness programs to create a culture of mindfulness, building a high-performing and robust company that optimally better serves its employees, while at the same time, potentiating the effectiveness of its workforce. All of these benefits and others lead to enhanced organizational performance. Cultivating the practice of “Being Here Now” is also a powerful tool to build resiliency, enabling employees to deliver enhanced customer service when serving in highly competitive and consumer-demanding roles.

Key Tips

- Take a fact-based, data-driven approach: identify quantitative and qualitative insights that support creation of a business case for change. Some might be problem points, such as low engagement, high workforce costs associated with stress; and others might be related to performance enhancement, such as better leadership skills, improved business outcomes or a combination of the above. These factors can be used when “selling” the investment in programs and enabling before and after measures of success.

- Identify an organizational champion or sponsor, usually someone in HR or a specific department leader, that is willing to socialize the need for change. Consider their group for a pilot site to test the impact of a mindfulness program on the desired outcome measures previously defined. Capitalize on early wins and communicate success as you consider scaling.

- Cultivate a grassroots mindfulness movement by anchoring this to other culture change or key business initiatives that have senior leadership sponsorship. This top down and bottom up approach generates the greatest amount of sponsorship and workforce engagement.

- Embed efforts into workflow so programming does not feel like “one more thing to do.” Examples include new hire orientation modules, reward and recognition programs, leadership development efforts (such as emotional intelligence training) and health benefits incentive programs.

- Avoid programs that appear to be a “one size fits all” solution that fail to consider outcome-based measurement or present as “quick fix” solutions. Meaningful and sustainable change requires alignment with culture and an appreciation of unique group dynamics.

Great Resources

- For the Fit Friendly Workplace Symposium participants only, Optum Moment Health is offering FREE, unrestricted access to an on-line mindfulness platform that contains educational content (including video and audio recordings) for you or your employees to become familiar with mindfulness and experience practices first-hand. Access to this site will be available free from February 11, 2016 through May 11, 2016.

KEY TIPS

- Modifying a behavior requires many processes, however, understanding these processes and stages of change can maximize your efforts towards a specific behavior modification.
- Behavior change involves:
  - Precontemplation – I am not intending to change a behavior
  - Contemplation – I am going to change a behavior in the foreseeable future
  - Preparation – I am planning to change a behavior in the near future (next 30 days) and I am taking some steps toward change
  - Action – I am changing the behavior
  - Maintenance – I have changed the behavior for greater than 6 months
- Only people who are ready to act on behavior change recommendations are the ones most likely to experience better outcomes.
- Your short-term goals, or self-management goals, are the small changes you can make over a short period of time that will help you reach your long-term goals.
- It is important to document the healthy changes you want to make. Write down how you want to make a behavior change, when you want to start making these changes, and how often you will be attempting to reach your goal(s).
- To optimize reaching your goals, keep track of what the short-term goals are you want to work on by recording the steps you want to take to achieve the goal(s), the possible barriers that could make it difficult to reach the goal(s), how you plan to overcome any of these barriers.
DR. COLLEEN FAIRBANKS
INTERACTIVE HEALTH
THE ROLE OF EMOTIONAL HEALTH IN WELLNESS PROGRAMS

KEY TIPS

- Organizational top-down support with managerial training related to emotional health.
- Include emotional health in wellness offerings.
- Promote your Employee Assistance Program (EAP).

GREAT RESOURCES

- National Alliance on Mental Illness (NAMI). NAMI is the nation’s largest grassroots mental health organization dedicated to providing mental health education and advocacy. www.nami.org
- American Psychological Association: Center for Organizational Excellence assists employers in optimizing employee well-being and organizational performance. www.apaexcellence.org
- Substance Abuse and Mental Health Services Administration (SAMHSA) is an agency of the U.S. Department of Health and Human Services that leads to public health efforts to advance national behavioral health initiatives to reduce the impact of substance abuse and mental illness. www.samhsa.gov
SLEEP DEPRIVATION AT WORK

GREAT RESOURCES

- Epworth Sleepiness Scale (ESS)—A questionnaire used to assess a person’s average level of sleepiness during the daytime
- The ESS is a useful addition to other health screenings employers offer to employees who participate in wellness programs
Move beyond Physical Wellness to a more comprehensive approach of Total Well-being which includes Physical, Personal, Professional and Financial well-being programs, solutions, tools & resources.

Involve leadership in the transformational move to creating a sustainable culture of well-being through:
- Visible role-modeling
- Listening to employees
- Actively communicating about culture and well-being initiative in 3 modes at least 7 times (read, hear, see, experience)

Understand the difference between culture and climate.
- Culture involves emotional and cognitive process. Some examples include people feeling valued/cared about/listened to, the social norm of the organization, "the way it is around here".
- Climate involves behavioral oriented programs and offerings. Some examples include sit/stand desks, onsite fitness classes, and healthy food options.

Total Well-Being
- The nation’s leading provider of strategic personalized Corporate Well-being programs; focusing on personal, professional, physical and financial well-being.
- www.employeetotalwellbeing.com

Salveo Partners
- Offerings include but not limited to speaking engagements, and coaching that combines more than 50 years of experience in health, fitness, nutrition, coaching, intrinsic motivation, organizational development, and leadership training.
- https://salveopartners.com/free-resources

Great Place to Work Institute, Inc.
DR. BRIAN LUKE SEAWARD
PARAMOUNT WELLNESS INSTITUTE

THE LOW STRESS DIET: STRESS, NUTRITION AND EATING FOR A HEALTHY IMMUNE SYSTEM

KEY TIPS

- Remove processed foods and junk foods from the worksite (example: vending machines).
- Consider Lunch and Learn talks about healthy eating habits.
- Consider Lunch and Learn talks about healthy food preparation (example: crockpot cooking).

GREAT RESOURCES


DIGITAL TOXICITY, FOMO, STRESS AND MINDFULNESS IN THE 21ST CENTURY INFORMATION AGE

KEY TIPS

- Encourage employees to turn off WiFi routers at night before they go to sleep.
- Encourage employees to keep the bedroom a “tech-free” zone.
- Encourage employees to turn off text and email alerts.

GREAT RESOURCES

- Seaward, B.L. A Good Night’s Sleep: Addressing Digital Toxicity, Stress and Insomnia, WELCOA, Omaha, NE, 2015.
- Seaward, B.L., Sleep Wellness: Digital Toxicity and Mindfulness
- Seaward, B.L., Getting A Good Night’ Sleep, WELCOA interview
FIT-FRIENDLY WORKSITE TOOLKIT

THE AMERICAN HEART ASSOCIATION
WORKPLACE HEALTH & WELLNESS PROGRAMS

FIT-FRIENDLY AWARD

- Recognizes companies who champion the health of their employees and work to create a culture of physical activity and health in the workplace.
- Worksites can apply on an annual basis for Gold or Platinum level recognition.
- Recognized worksites receive a plaque, recognition on the American Heart Association’s Fit-Friendly program website, and the right to use the program’s annual recognition seal for internal communications and external communications related to employee recruitment.
- Submit your application online by April 1 or November 1. For more information, visit www.heart.org/fitfriendly.

WORKPLACE HEALTH SOLUTIONS

- A suite of evidence-based tools to help you maximize your current employee health program. With our solutions you can 1) assess your programs and supporting workplace environment, 2) consult resources to make improvements, 3) engage your employees with tools and trackers to reach ideal cardiovascular health, 4) access reports to monitor progress, 5) qualify for recognition from the American Heart Association.
- Workplace Health Achievement Index is a confidential, organizational self-assessment of workplace culture of health measures in seven best practices categories and performance measures on the heart health of your workforce. The Workplace Health Achievement Index will replace the Fit-Friendly Award Program in 2017.
- Use the My Life Check health assessment to assess and collect aggregate employee data on the heart health of your workforce.
- Review the Workplace Health Playbook to better understand evidence-based approaches to workplace health and design your programs accordingly.
- To learn more, visit heart.org/workplacehealth

HEART AT WORK E-NEWSLETTER

- Get the latest workplace wellness news from the AHA by signing up for the Heart at Work Quarterly E-newsletter through our website here.

HEALTHY FOOD AND BEVERAGE TOOLKIT

- This toolkit is a resource that can be used by those involved with workplace food and beverage procurement or policy. It provides practical and actionable guidance that is easy to understand and apply in four key areas: vending, catered meals, meetings, and snacks.
- The toolkit provides recommendations, nutrition standards, action plans to help with implementation of changes, and much more.
- To download the toolkit, visit www.heart.org/foodwhereur
HEALTHY FOOD ENVIRONMENT COHORT

- The Healthy Food Environment Cohort is a group of organizational leaders and wellness champions that commit to improving the food and beverage environment in their workplace over a 3-month period.
- Organizations that participate will benefit from the free tools, shared learning, and support from the American Heart Association and other organizations working to achieve similar goals.
- Select a specific food environment goal to work towards, sign a commitment letter, complete a pre and post survey, and attend 4 conference calls over a 3-month period.
- The next Healthy Food Environment Cohort will be starting in Fall 2016. To join, please contact Lindsey Gregerson at lindsey.gregerson@heart.org or (303) 801-4669.

HANDS-ONLY CPR & CPR ANYTIME KITS

- The CPR Anytime Kit is a self-directed program that teaches CPR skills, choking relief and how to use an AED.
- The kit is designed to be shared among family and friends and can be used anywhere – in group settings or in the comfort of home.
- The CPR Anytime Kit and trainings are great for anyone who wants to learn basic CPR skills and does not need a course completion card to meet a job requirement.
- For more information, visit http://www.heart.org/handsonlycpr.

LUNCH & LEARNS

- The AHA offers a series of interactive health and wellness lunch & learn presentations for organizations, led by AHA staff and/or volunteers that will help inspire, teach and encourage employees to lead healthier lifestyles at home and in the workplace.
- The most popular topics include: Life's Simple 7, nutrition, live cooking demonstrations, physical activity, stress management, women and heart health, and “know your numbers”.
- To schedule a Lunch & Learn, contact Lindsey Gregerson at lindsey.gregerson@heart.org or (303) 801-4669.

WELLNESS CAMPAIGNS & CHALLENGES

- The AHA can help provide content for communication campaigns and employee challenges focused on physical activity, nutrition, hydration, reducing sodium, managing blood pressure, managing stress, and maintaining weight.

FOR MORE INFORMATION ON ANY OF THE AHA WORKPLACE PROGRAMS OR RESOURCES, PLEASE CONTACT:

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