

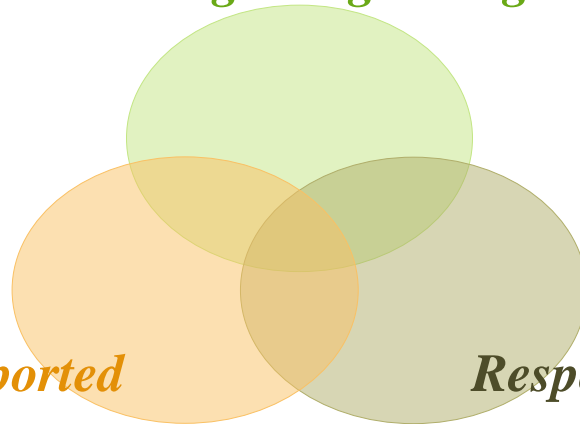
“Workplace Wellness Program 2008-2010”

Walpole Island Health Centre

*Opportunities for
learning and growing*

*Feeling safe and supported
in the workplace*

*Respect, acknowledgement
and appreciation*





Introduction to the Workplace Wellness Program

- *This “Workplace Wellness Program” has been evolving since 2002 from a series of workplace wellness activities, personal/professional experiences and lessons learned.*
- *It has been sustained by a genuine, shared desire and commitment to creating a safe, healthy, and positive work environment.*
- *It has been designed by Community Health Program (CHP) staff to meet individual and program workplace needs.*



“Workplace Wellness Program”

Program Goal:

- *“Create a safe, supportive, and nurturing workplace for CHP staff by fostering innovation, full self-expression, awareness/appreciation of diversity, genuine communication, personal/professional development, and effective team performance & motivation.”*



“Workplace Wellness Program”

Link to WIFN Health Mission Statement:

- *“Create a healthy present & future for the Walpole Island First Nation by promoting and delivering culturally-appropriate, holistic health services with enthusiasm and excellence.”*



“Workplace Wellness Program”

Link to Health Accreditation Program:

- *Consistent with FN Health Accreditation Program standards for continuing quality improvement of work life. (e.g., 10, 10.1)*
- *Focus on the personal/professional aspects of a safe, healthy, and positive work environment and human development.*



7 Key Program Components

- *Workplace Wellness Program Review & Planning Meetings*
- *Artistic Expression Workshops*
- *Diversity Awareness & Appreciation Workshops*
- *Staff Communication & Appreciation Activities*
- *Personal/Professional Development*
- *Team Performance & Motivation Support*
- *Linkage & Partnership Building*

Note: The 7 key program components are diversified yet closely interconnected in promoting a healthy work life and human development.



Program Objectives

Objective # 1

- **Maintain an effective, holistic *Workplace Wellness Program* for CHP staff by completing semi-annual WWP meetings to plan, implement, and evaluate the program and complete a 2008 - 2010 work plan by March 2010.**

Objective # 2:

- **Provide CHP staff with opportunities to learn about full self-expression by offering 6 semi-annual, three-hour seasonal artistic expression workshops by March 2010.**



Program Objectives

Objective # 3:

- **Promote increased awareness/appreciation for diversity among CHP staff by offering 3 four-hour annual workshops on alternative and native traditional healing & wellness approaches by March 2010.**

Objective # 4:

- **Promote genuine communication & staff appreciation among CHP staff by offering a variety of on-going communication & staff appreciation activities April to March 2008 - 2010.**



Program Objectives

Objective # 5:

- **Foster personal/professional development for CHP staff by offering 3 annual four-hour, staff in-services on workplace wellness topics by March 2010.**

Objective # 6:

- **Strengthen and sustain effective team performance & motivation by providing a variety of on-going team building & motivational activities April to March 2008-2010.**



Program Objectives

Objective # 7:

- **Strengthen & sustain program linkage & partnerships by hosting 3 annual “*Community Linkage & Partnership Communication*” workshops within the community for service-providers and volunteers, in accordance with the Accreditation Communication Plan, by March 2010.**



Program Activities

1. Semi-Annual WWP Meeting Schedule:

- *May 2008, 2009, 2010 - “Annual WWP Review & Planning” meetings*

Agenda:

1. *Review/evaluate the 2005-2007 Workplace Wellness Program*
2. *Develop/review the 2008-2010 WWP Work Plan*
3. *Identify/schedule activities and assign tasks*

- *Nov. 2008, 2009, 2010 – “Semi-Annual WWP Review & Planning” meetings*

Agenda:

1. *Review/evaluate the 2008-2010 WWP*
2. *Update the 2008-2010 WWP Work Plan as needed*
3. *Identify/schedule activities and assign tasks*

*Note: Continuous three-year planning, implementation,
and evaluation process for QI.*



Program Activities

2. *Artistic Expression Workshops:*

- **6 semi-annual three-hour artistic expression workshops for CHP staff to learn and practice new approaches to full self-expression and team work, using the following activities:**
 - **Painting with Nature's Treasures (Driftwood, stone, and miniature canvas)**
 - **Stamping (Homemade greeting cards)**
 - **Scrapbook Making (Memories)**
 - **Painting on Glass (Vases, glasses, plates, etc.)**
 - **Soap Making**
 - **Wreath Making (Greeting, Christmas, etc.)**



Program Activities

3. Diversity Awareness & Appreciation Workshops:

- **3 annual four-hour diversity awareness & appreciation workshops for CHP staff to learn about & experience a variety of alternative/native traditional healing & wellness approaches:**
 - **June 2008 - Reiki (Body Energy & Body Work Therapy)**
 - **June 2009 - Introduction to Basic Yoga**
 - **June 2010 - Massage Therapy**

Note: Each session will consist of 1-2 hours of education and individual sessions will be offered to CHP staff members.



Program Activities

4. Staff Communication & Appreciation Activities:

- Staff Birthday Celebrations
- Staff Appreciation Activities
- Dinner & Movie Night
- Lunch & Golfing
- Staff Christmas Dinner
- Staff Christmas Breakfast & Gift Exchange

5. Personal/Professional Development:

- 3 four-hour annual personal/professional development workshops for CHP staff members based on the following themes:
 - November 2008 – Genuine Communication
 - November 2009 - Self-Empowerment
 - November 2010 - Team Dynamics



Program Activities

6. Team Performance & Motivation Support:

- **Variety of on-going teambuilding/motivational activities designed to strengthen/sustain effective CHP team performance & motivation:**
 - **Three-Year Staff Satisfaction & Suggestion Surveys for QI**
 - **Annual & Semi-Annual CHP Work Plan Review & Planning Meetings**
 - **Weekly Staff Meetings**
 - **Annual Staff Appreciation Activity**
 - **CCHSA Accreditation Team Meetings**
 - **Staff Sharing Circles (Optional based on need)**

7. Linkage & Partnership Building:

- **3 annual “*Community Linkage & Partnership Communication*” sessions for service-providers/volunteers within the community by March 2010.**



Program Evaluation

For objective # 1: On completing a WWP planning/review meeting, each participant will be able to:

- **Describe 1-2 ways that the WWP helps to improve his/her work life and work environment.**
- **Describe 1-2 ways that the WWP helps to promote effective team performance and sustain team motivation.**
- **Rate his/her sense of empowerment/ability to create a safe, supportive, and nurturing workplace for himself/herself, rating this on a scale of 1-3. (1 = low, 2 = medium, 3 = high)**



Program Evaluation

For objective # 1 (Cont.): On completing a WWP planning/review meeting, each participant will be able to:

- **Identify the 7 key program components of the WWP.**
- **Admit to a growing understanding of program development, rating this on a scale of 1-3. (1 = low, 2 = medium, 3 = high)**
- **Rate the WPP as being realistic, measurable, and achievable on a scale of 1-3. (1 = low, 2 = medium, 3 = high).**



Program Evaluation

For objective # 2: On completing an artistic expression workshop, each participant will be able to:

- Describe 1-2 ways that the artistic expression activity improved his/her comfort level, rating this on a scale of 1-5.

1

2

3

4

5

Strongly disagree

Disagree

Don't know

Agree

Strongly agree

- Describe 1-2 ways that his/her art or craftwork reflects him/her as a person or team member.
- Rate his/her level of satisfaction with the activity, on a scale of 1-3, **1 = low, 2 = medium, and 3 = high.**



Program Evaluation

For objective # 3: On completing a diversity awareness/appreciation workshop, each participant will be able to:

- Describe 1-2 ways that he/she is more aware of the purpose, method, and benefits of the alternative or native traditional healing & wellness approach.
- Describe 1-2 ways that his/her sense of well being was improved and rate this on a scale of 1-5.

| | | | | |
|-------------------|----------|------------|-------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |

- Admit to an improved comfort/confidence level in referring clients to the alternative or native traditional healing & wellness service and rate this on a scale of 1-5.

| | | | | |
|-------------------|----------|------------|-------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |



Program Evaluation

For objective # 4: On completing a staff communication & appreciation activity, each participant will be able to:

- Describe 1-2 ways that his/her sense of being a member of the CHP team has improved and rate this on a scale of 1-5.

| | | | | |
|--------------------------|-----------------|-------------------|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |

- Describe 1-2 ways that his/her sense of being acknowledged and appreciated by the CHP team has improved and rate this on a scale of 1-5.

| | | | | |
|--------------------------|-----------------|-------------------|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |

- State whether he/she enjoyed the activity and rate his/her level of satisfaction on a scale of 1-5.

| | | | | |
|--------------------------|-----------------|-------------------|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |



Program Evaluation

For objective # 5: On completing a personal/professional development activity, each participant will be able to:

- Describe 1-2 ways that the session improved his/her awareness or appreciation for genuine communication, self-empowerment, or team dynamics and rate this on a scale of 1-5.

| | | | | |
|--------------------------|-----------------|-------------------|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |

- Describe what he/she enjoyed the most and the least about the activity and rate his/her level of satisfaction on a scale of 1-5.

| | | | | |
|--------------------------|-----------------|-------------------|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |

- Identify what he/she would like to learn more about and the reason for his/her interest.



Program Evaluation

For objective # 6: On completing a team performance & motivational activity, each participant will:

- **Identify 1-2 ways that the activity promoted effective CHP team performance/motivation and rate this on a scale of 1-5.**

| | | | | |
|--------------------------|-----------------|-------------------|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |

- **Describe 1-2 ways that the activity improved his/her ability to function as a CHP team member and rate his/her level of satisfaction on a scale of 1-5.**

| | | | | |
|--------------------------|-----------------|-------------------|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |



Program Evaluation

For objective # 7: On completing a “*Community Linkage & Partnership Communication*” workshop, each participant will be able to:

- **State 1-2 new facts that he/she learned about another community program.**
- **Admit to an improved sense of linkage & partnership with another community program and rate this on a scale of 1-5.**

| | | | | |
|--------------------------|-----------------|-------------------|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly disagree | Disagree | Don't know | Agree | Strongly agree |

- **Identify what he/she enjoyed the most and the least about the workshop and offer suggestions for future sessions.**