

## Motivating Employee Health and Productivity

*How to get 100% participation in your corporate wellness program.*

### Motivate Employees with a Daily Exercise Program

Workers compensation and health care costs (preventable costs) are major cost drivers for business. A daily **Strength And Flexibility Exercise (SAFE)** program can motivate workers to adopt lifestyle change – changes that can help them live healthier, happier lives and help your organization achieve world-class safety and organizational excellence. Organizations that have successful worksite safety and health programs have certain elements in common:

#### 1. Top Management Leads the Change

Only top management can initiate culture change. Only top management has the power to mandate participation, not the HR or safety departments. Senior managers must show visible support throughout the entire organization.

#### 2. Link the Fitness Program to the Safety Program

The cost of workers compensation and health care are preventable and therefore controllable. It's everyone's responsibility to reduce waste to stay profitable. Along with OSHA-required training, employees must be provided time and incentives to participate in a SAFE program.

#### 3. What Gets Measured Gets Done

Flexibility is a core element of health and injury prevention. Just as cardiovascular fitness can be measured, flexibility can also be measured. Flexibility measurements can be used to manage employee health, just as you would use key measurements to manage business processes.

#### 4. Supervisor Involvement Is Essential

Change the mind set! Employees generally adopt the supervisor's attitude about health and safety. Supervisors must understand that the employee's personal fitness level directly impacts the survivability of the organization. Supervisors must learn new strategies for safety, health, leadership, and teamwork.

#### 5. Daily Training Motivates Behavior Change

Safety and health training once or twice a month does very little for behavior change. Behavior change requires daily practice. Employees must know vital information about biomechanics, ergonomics, cumulative trauma disorders and risk factors for injury and illness. These topics must be discussed during the SAFE program.



### Benefits of Team-based, safety and health systems

- ✓ Develops supervisor accountability and strong leadership skills
- ✓ Promotes employee ownership of health and safety systems
- ✓ Makes the Safety/Fitness Connection
- ✓ Increase safety and health awareness
- ✓ Provides safety and health performance measurement
- ✓ Creates positive psycho-social climate
- ✓ Improves employee overall fitness to reduce musculoskeletal injuries and improve productivity.
- ✓ Exercising together is a strong team builder.

TEAM SAFETY, INC. is a safety and performance management firm working to build organization excellence.

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