Working Well, Leading Well
Leadership & Management Development Conference
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Overview: Wellness

- What is it?
- How is it influenced?
- Why does it matter?
- What can we do?
What is wellness?
Seven Dimensions of Wellness

Wellness Dimensions

- Career & Academic
- Physical
- Spiritual
- Environment
- Financial
- Emotional
- Social & Cultural
Physical

Taking care of your body
Emotional
Taking care of your mind
Social & Cultural
Taking care of relationships and society
“You probably came in contact with someone who has an infectious smile.”
Academic & Career
Taking care of your future goals
Spiritual
Taking care of your values & beliefs
Financial

Taking care of your finances
LOANS

“Any other collateral besides your heart of gold and million-dollar smile?”
Environmental

Taking care of what’s around you
Activity and Break

Personal Wellness Map:

1. Reflect upon your current state of wellness within each of the seven dimensions.

2. If you could start to enhance one dimension, which would it be and what you do?
How is it influenced?
Social Ecological Model

- **Individual**
- Knowledge, Attitudes, Beliefs

- **Interpersonal**
- Family, Peers, Social Networks, Associations

- **Community**
- Social Networks, Norms, Standards

- **Institutions**
- Rules, Regulations, Policies & Informal Structures

- **Structures, Policies, Systems**
- Local, State, Federal Policies and Laws to Regulate / Support Healthy Actions

Graphic Source: http://depts.washington.edu/waaction/plan/append/a.html
Why does wellness matter?
Individual Benefits

- Increased well-being, self-image, self-esteem
- Enriched life satisfaction and sense of purpose
- Improved coping skills
- Increased positivity
- Enhanced health status
Interpersonal/Community (Departmental) Benefits

- Increased creativity and problem-solving skills
- Enhanced relationships and support network
- Higher presenteeism, productivity and engagement levels
- Higher commitment
- Greater morale
Institutional/System Benefits

- Enhanced image
- Greater chance for success
- Decreased rates of illness, injuries, health care and disability costs
- Improved employee recruitment and retention
- Diverse workforce
“You have a rare condition called ‘good health’. Frankly, I’m not sure how to treat it.”
What can we do?

1. Individual

2. Division/Department/Work group
   - Norms and Standards
   - Support and Resources

3. Institution/System
   - Policies
   - Environment (physical and cultural)
Best Practices in Workplace Wellness

1. Pre-planning
   - Leadership Support
   - Form Committee

2. Planning
   - Collect Data
   - Form Strategic Plan

3. Implementation
   - Programs/Activities
   - Enhance Culture

4. Evaluation
   - Process
   - Impact/Outcomes
Next Steps...
Be Well!

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