



Get Movin'

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Internal Operations Leadership Project



Introduction

As part of the Minnesota Statewide Health Improvement Partnership, Martin Luther Campus (MLC) will work with the Bloomington Public Health Department to develop an employee wellness program.

MLC's first task is to create a wellness committee that supports employees in improving their physical, mental, and social wellbeing.

Over the next two years, the wellness committee will implement activities designed to:

- Encourage physical activity
- Improve healthy eating
- Eliminate tobacco-use on campus
- Support breastfeeding

Importance

According to the Centers for Disease Control and Prevention, chronic diseases are among the leading causes of death in Minnesota. For employers, the prevalence of chronic diseases contributes to rising health care costs and absenteeism. By offering a robust wellness program aimed at reducing modifiable risk factors, such as unhealthy eating, physical inactivity and tobacco-use, employers will benefit from a happier, healthier workforce.

Benefits for Employers

- Camaraderie
- Higher moral
- Greater productivity
- Less absenteeism
- Lower healthcare costs

Benefits for Employees

- Sense of accomplishment
- Better mood
- Less stress
- Improved physical fitness
- Weight loss

Goals

This project is designed to promote overall employee wellness. To measure the program's success, we have set the following goals:

- Create a diverse wellness committee that meets monthly by January 31, 2017
- Implement first activity by March 1, 2017

Methodology

- 1 • Conduct research on best practices and collect initial data
- 2 • Contact Bloomington Public Health to finalize partnership
- 3 • Create a wellness committee that meets monthly
- 4 • Determine program's vision and branding
- 5 • Brainstorm and finalize wellness plan
- 6 • Launch first activity
- 7 • Measure success of program and make necessary changes

Summary of Success

Overall, the wellness program is off to a great start. The committee has achieved the following successes:

- Completed assessments on worksite wellness and healthy vending
- Held a contest to choose the program's name, Get Movin'
- Created wellness boards to communicate information and resources
- Started an application for recognition as a Breastfeeding Friendly Workplace through the Minnesota Department of Health
- Launched first activity titled Get Movin' Step 2 it!

Get Movin' Step 2 it!

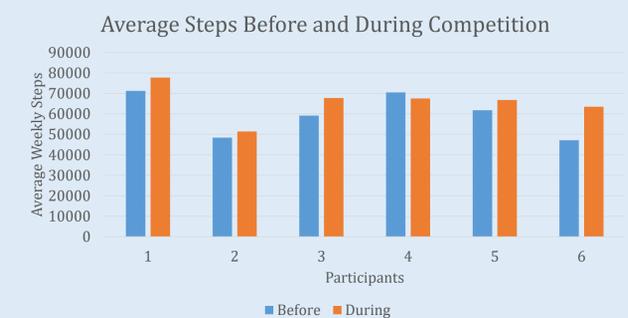
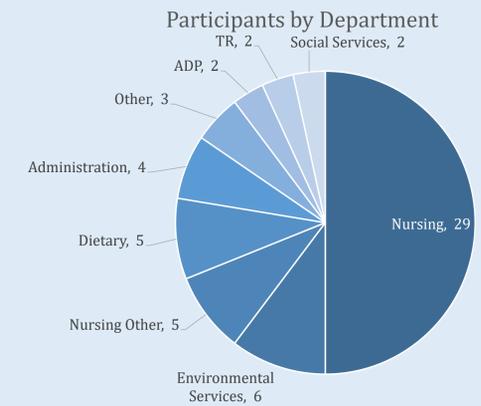
The wellness program's first activity to implement is Step 2 it!, a friendly competition to encourage employees to increase their physical activity by offering a fun way to be more active. Employees will compete for the most steps every month.

When signing up for the competition, employees were excited to receive a welcome water bottle full of goodies, including a stretch band and pedometer.

Our first month's winner earned a prize for 506,707 total steps!



Get Movin' Step 2 it! Results



Future and Sustainability

To make a long-term impact on the health of employees, it's important that the program continues to evolve. The committee will track monthly participation rates and use the Plan-Do-Check-Act (PDCA) cycle to determine opportunities for continuous improvement.



MLC will continue to participate in the Minnesota Statewide Health Improvement Partnership and receive support from the Bloomington Public Health Department through 2018.

Recommendations

Based on results, it is recommended that MLC implements the following activities to motivate and encourage staff:

- Host monthly fitness and nutrition classes
- Hold a walking event outdoors for employees to take a break and enjoy healthy snacks
- Create mini walking clubs
- Start a Share Your Story series to highlight successes