



Create a Wellness Team

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The Wellness Team

A wellness team is an essential part of a Worksite Wellness Program infrastructure. The role of the wellness team is to communicate, participate, motivate, and support the Worksite Wellness Program. These are the key components to a successful wellness team:

- ▶ All employees have the opportunity to volunteer for the team. If specific departments require representation, those members can be appointed.
 - Alternatively, the team can start as part of an established, related team such as the Safety Team.
- ▶ Members have wellness responsibilities written into job descriptions.
- ▶ The team is publicized throughout the organization so employees know that wellness is an organizational priority.
- ▶ There is a dedicated manager in charge of the wellness team and who can develop agendas, define priorities, communicate and support wellness initiatives, and motivate others.
- ▶ Members represent all segments of the employee population (including shift workers and workers with disabilities). The team should also include human resources and representatives from major business areas, divisions, and worksite locations.
- ▶ The team meets regularly to assess company needs and design, implement, and evaluate the Worksite Wellness Program.
- ▶ The team has a clearly defined budget, and other resources are identified to support the effort.

The team should assess the needs and desires of employees and evaluate the work environment. Together with a clearly defined budget, the team uses this information to develop a tailored program.

The wellness team may identify external partners to help implement the program. For example, if a large number of employees have weight concerns, the employer might negotiate with a local “Y” or gymnasium for group membership rates or with the city or town to create new walking or bicycle paths.