

WORKPLACE WELLNESS

The Next Generation

From Hell to Well



Randall Hicks

Workplace Wellness The Next Generation From Hell To Well

Yijin Wang



Workplace Wellness The Next Generation From Hell To Well:

Workplace Wellness -- the Next Generation Randall Hicks, 2014-10-15 Wellness is a concept that is changing in our modern age. In the past it was enough to promote health and wellness in the workforce while ignoring the real health concerns of the people that keep your business going. Today companies are finding out that this has been a costly exercise in futility; health cannot be drugged into being. The wellness programs established by 21st century companies are failing. Wellness has become an illusion and it is no longer alright to trick your mind into believing what is not true. Since the 1800s people in the US have been increasingly dying of chronic disease related causes. Modern medicine has focused so much on symptom alleviation that the causes of disease have become a secondary even tertiary concern. Because of this culture of doping the human body into functioning, the United States has become the most medicated country in the world with a health rank of an embarrassing 38. You cannot simply manage chronic health conditions with drugs anymore; it does not work. This has translated into a very heavy bottom line for companies that are faced with revamping their work based wellness programs. These programs traditionally created for white collar workers only ignored the importance of disease causes leading to widespread ill health in the workplace. The World Health Organization has named environmental toxin exposure, poor diet and nutrition, and lack of exercise as the leading causes of chronic disease. Nutrient depletions in the body result in a workforce that feels well but this wellness is an illusion caused by modern medicine. Their underlying conditions only get worse with time. This eventually manifests in unwelcome problems that flip the traditional notion of wellness on its head, having the reverse effect. Instead of a healthier workforce, the theory based programs that were once designed to reduce employee absenteeism, increase employee production, and cut healthcare costs are increasing time off, reducing productivity, and forcing costs to boom for companies in the US. These standard wellness programs do not address the causes of the individual employee's health conditions. As a result, they do not benefit from them in a real way. Because of this disconnect and the need for a wellness program to help employees avoid expensive conditions like heart disease, cancer, and stroke, a new kind of program has been devised. Our workplace wellness program focuses on evidence based health for the individual, a new concept that is revolutionizing the way companies help their employees remain healthy for life. Wellness programs should reduce medical spending by focusing on the nutrient depletions, unique circumstances, and physical condition of the individual. The key to unlocking the mystery of a successful workplace wellness program is to begin with real health. This is the first evidence based program of its kind to use modern medicine, nutrition, exercise, and self responsibility to keep your workforce healthy and happy. This book invites you to learn about a new way of implementing workplace wellness programs that will genuinely result in lower costs and improved health for your employees. When your employees win, so do you, and the time has come to align these two powerful needs for the benefit of your company, your workforce, and the future.

Corporate Responsibility Archie B. Carroll, Kenneth J. Lipartito, James E. Post, Patricia H. Werhane, 2012-08-30 This

thought provoking history of corporate responsibility in the USA is a landmark publication documenting the story of corporate power and business behavior from the mid eighteenth century to the modern day It shows how the idea of corporate responsibility has evolved over time with the roles responsibilities and performance of corporations coming increasingly under the spotlight as new norms of transparency and accountability emerge Today it is expected that a corporation will be transparent in its operations that it will reflect ethical values that are broadly shared by others in society and that companies will enable society to achieve environmental sustainability as well as a high standard of living As we enter the second decade of the twenty first century the social political and economic landscape is once again shifting the need for an informed public conversation about what is expected of the modern corporation has never been greater

Next-Generation Wellness at Work Stephenie Overman, 2009-09-15 Fact Wellness programs benefit the bottom line Motorola for example found that each dollar invested in wellness benefits returned 3.93 in health and disability cost savings Next Generation Wellness at Work tells how to get in on the action A nuts and bolts how to guide for managers it delivers the latest thinking on how to take full advantage of the benefits that wellness programs can offer both employees and companies And the effort couldn't be more important With the soaring cost of medical care and the increase in obesity and lifestyle related illnesses there is growing recognition that companies must build a culture of health and enable employees to become better guardians of their own well being This book illustrates in detail exactly how to accomplish those goals Good health saves in ways that go beyond smaller insurance premiums It also has a direct relationship with employee productivity making wellness a matter of high level strategy However many workplace wellness programs are not as effective as they could be They are not comprehensive not long term and not marketed to the people who could benefit most Wellness expert Stephenie Overman helps managers take practical steps to overcome these deficiencies and build successful workplace wellness programs that result in tangible bottom line benefits for organizations And the book starts from the ground up first by explaining how to take a company's temperature get management buy in and design a program that fits a company's unique needs and situation Building a program is one thing but will they come That's where Overman's expertise is essential She shows how to motivate workers to take advantage of the program and reap its many benefits And she explains how to partner with local health providers and integrate methods to promote psychological well being two key ingredients for success Not many corporate programs benefit both employees and the company equally but a well planned wellness initiative will boost the health and productivity of employees leading to a happier and more competitive workplace **Los Angeles Magazine**, 2003-11 Los Angeles magazine is a regional magazine of national stature Our combination of award winning feature writing investigative reporting service journalism and design covers the people lifestyle culture entertainment fashion art and architecture and news that define Southern California Started in the spring of 1961 Los Angeles magazine has been addressing the needs and interests of our region for 48 years The magazine continues to be the definitive resource for an

affluent population that is intensely interested in a lifestyle that is uniquely Southern Californian **Small Business Sourcebook** ,1996 A guide to the information services and sources provided to 100 types of small business by associations consultants educational programs franchisers government agencies reference works statisticians suppliers trade shows and venture capital firms *Video Source Book* ,2006 A guide to programs currently available on video in the areas of movies entertainment general interest education sports recreation fine arts health science business industry children juvenile how to instruction *Ebony* ,2002-09 EBONY is the flagship magazine of Johnson Publishing Founded in 1945 by John H Johnson it still maintains the highest global circulation of any African American focused magazine *Indianapolis Monthly* ,2004-09 Indianapolis Monthly is the Circle City s essential chronicle and guide an indispensable authority on what s new and what s news Through coverage of politics crime dining style business sports and arts and entertainment each issue offers compelling narrative stories and lively urbane coverage of Indy s cultural landscape **Atlanta Magazine** ,2008-02 Atlanta magazine s editorial mission is to engage our community through provocative writing authoritative reporting and superlative design that illuminate the people the issues the trends and the events that define our city The magazine informs challenges and entertains our readers each month while helping them make intelligent choices not only about what they do and where they go but what they think about matters of importance to the community and the region Atlanta magazine s editorial mission is to engage our community through provocative writing authoritative reporting and superlative design that illuminate the people the issues the trends and the events that define our city The magazine informs challenges and entertains our readers each month while helping them make intelligent choices not only about what they do and where they go but what they think about matters of importance to the community and the region *Forthcoming Books* Rose Arny,2002

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