

Wellness Teams

Even if you are fortunate enough to have a part-time or full-time person devoted to worksite wellness programming, it is important to have a wellness team. This assists in generating fresh ideas, accomplishing more, and allows for wellness programming to continue should the lead person leave (temporarily or permanently).

Responsibilities of the Wellness Team

- Not only are wellness team members the planners, but they are also the doers
 - Wellness team members should participate in programming
 - Wellness team member should promote the programming
 - Wellness team members should assist in coordinating the programming

Recommendations for Establishing Successful Wellness Teams

- WELCOA suggests the following the guidelines when composing your wellness team:
 - Re-establish the team every 2-3 years
 - Have 9-15 employees on the wellness team, no matter the size of the company
 - Expand the departments wellness team members represent—have one representative from each department if possible
 - Ideal length of appointed term should be 3-5 years

Recommendations for a High-Functioning Wellness Team

- WELCOA suggests the following for a high-functioning, well-performing wellness team:
 - Match activities with member's strengths
 - Appoint leadership, if "wellness team leader" is not part of someone's assigned duties
 - Expand responsibilities of the wellness team to all areas of wellness programming, including planning, data collection, environmental policy change
 - Meet at least 2-6 times per year, however monthly is best
 - Always have an agenda for the meeting

WELCOA's "10 Secrets of Successful Wellness Teams"

- Team Members Are Formally Appointed
- Team Members Have Wellness Written Into Their Job Description
- The Wellness Team Is Promoted Throughout The Organization
- The Wellness Team Has Strong Leadership
- The Wellness Team Includes People from Different Areas and Levels
- The Wellness Team Meets Regularly
- The Wellness Team Has A Formal Agenda
- The Wellness Team Keeps Minutes
- The Wellness Team Communicates Frequently

Sources:

Wellness Councils of America, 2005; www.welcoa.org

WI Worksite Wellness Resource Kit to Prevent Obesity and Related Chronic Diseases, September 2007, www.dhs.wi.gov

