



12TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop D

Advanced Practices – **Creating a Psychologically Healthy Workplace & Successful Strategies in Employee Involvement, Work-Life Balance, Employee Growth & Development, Health & Safety and Employee Recognition**

9:45 a.m. to 11:00 a.m.

Biographical Information

Sherry Leggett, Wellness & Medical Benefits Manager
Certified Angus Beef LLC, 206 Riffel Road, Wooster, OH 44691
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Certified Angus Beef LLC hired Sherry Leggett as Wellness and Medical Benefits Manager for employees to capture the heart of its business – where people are clearly the most important resource. The leadership for the *Certified Angus Beef*® brand, the beef marketing company for Angus cattle farmers and ranchers through the American Angus Association®, utilize Sherry to provide nearly 140 employees with an experienced and committed wellness professional to build on the healthy, positive, balanced, yet productive workplace. Sherry Leggett provides over 18 years of wellness experience and was named as one of the *top 100 Wellness Professionals in America* by the *Wellness Council of America*.

Sherry has a passion for helping employees through wellness coaching, designing individual integrative wellness programs, and coordinating the company's wellness team that includes an onsite Physician, Psychologist, Lawyer, Dietitian and Financial Wellness Coach.

Leggett has Bachelor's degrees in Sport Medicine and Sport Management from Mount Vernon Nazarene University, is an American Council on Exercise (ACE) Personal Trainer, Lifestyle and Weight Management Specialist, Certified Wellness Program Coordinator, and has WELCOA (Wellness Council of America) faculty status. She is also on the Ohio Psychological Association Psychology in the Workplace Network (PWN) Committee. Leggett has a passion for helping people achieve a balanced well life one interaction at a time.

Certified Angus Beef Wellness Program has been the recipient of various workplace awards, including the 2016 American Psychological Association's Psychologically Healthy Worksite Award - that signifies a strong commitment to employee wellness balance, 2016 Healthy Ohio Healthy Workplace Gold Winner, and 2015 Best Employers in Ohio for the Small/Medium Business. Sherry is a regular wellness speaker and educator at numerous local and state meetings such as Leadership Wooster, Healthy Ohioans and the Ohio Psychological Association.

Robin L. Graff-Reed, Ph.D., Director of OD Training Supervisory Psychologist
VHA National Center for Organization Development
11500 Northlake Drive, Suite 230 Cincinnati, OH 45249
513) 247-2267 Robin.Graff-Reed@va.gov

Dr. Robin Graff-Reed received her Ph.D. in clinical psychology from Miami University of Oxford, Ohio in August 2004. Prior to earning her doctoral degree, Dr. Graff-Reed completed a one-year clinical internship with the Cincinnati Veterans Health Care System, as well as a number of clinical training rotations in community settings and university counseling centers.

After completing a post-doctoral fellowship with the National Center for Organization Development (NCOD), she is currently the Director of OD Training for NCOD, where she participates in a variety of work place interventions including organizational assessments, work group facilitations, executive coaching, leadership development, and employee satisfaction.

Since 2010 she has chaired the Psychology in the Workplace Committee for the Ohio Psychological Association and has assisted numerous businesses in developing and highlighting their employee programs. She is an experienced speaker and educator, and has been invited to present at numerous professional conferences and meetings.



**Psychologically Healthy
Workplace Program**



Creating A Psychologically Healthy Workplaces

Successful Strategies in Employee Involvement, Work-Life Balance, Employee Growth & Development, Health & Safety and Employee Recognition

Sherry Leggett and Robin-Graff-Reed, Ph.D

What is your Current Employee Mental Health Program?

- A. The side head tilt and nod
- B. Employee Assistance Brochure
- C. A Stress Relieving Kit
- D. I give them a “stress ball”.



Work Here



Grow Here

Putting the Squeeze on Stress



Work Here



Grow Here



Work Here



Grow Here

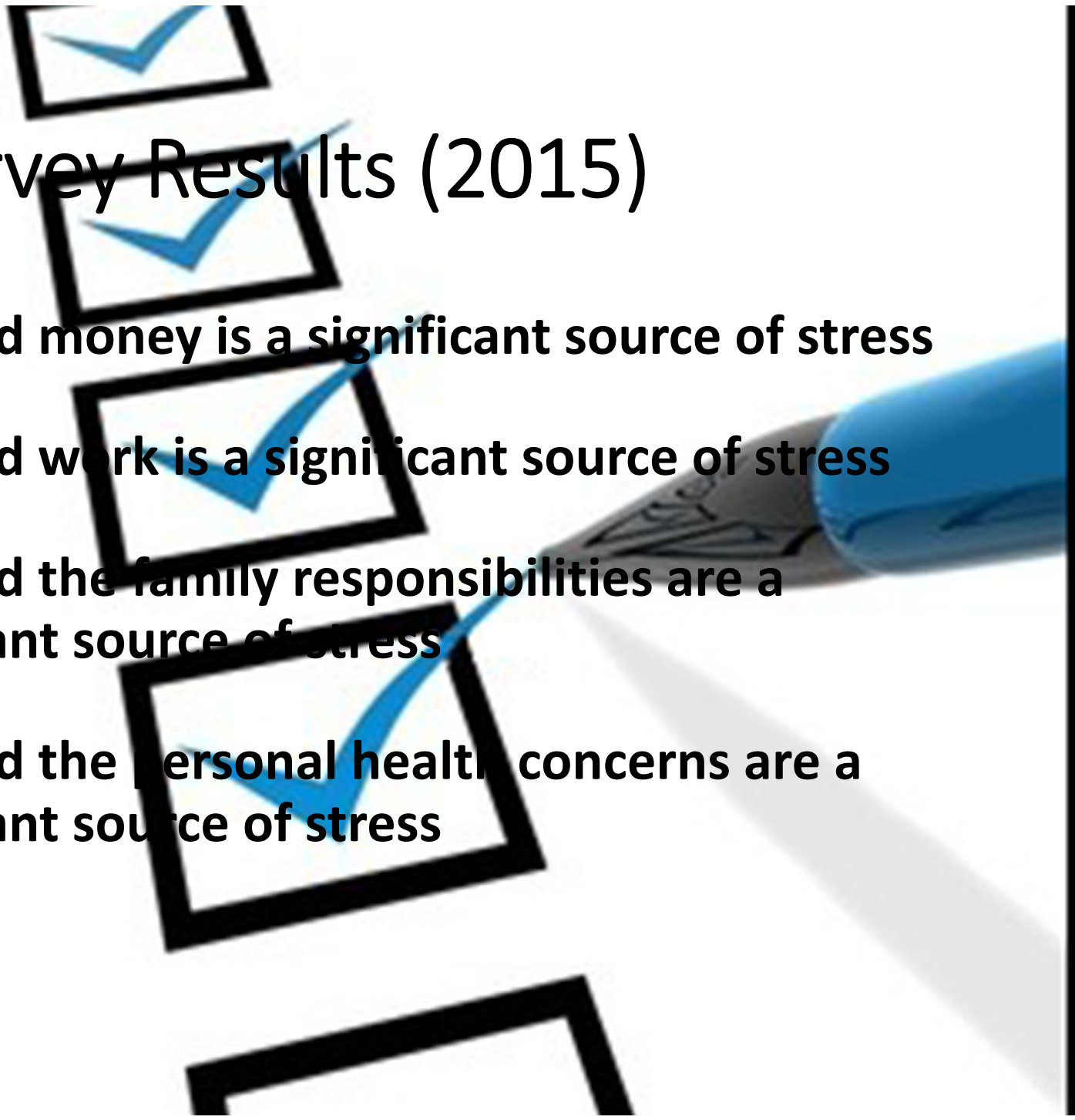
APA Survey Results (2015)

67% said money is a significant source of stress

65% said work is a significant source of stress

54% said the family responsibilities are a significant source of stress

51% said the personal health concerns are a significant source of stress





Successful organizations...

understand the link between employee health and well-being and organizational performance.

provide employees with resources to help them make behavior changes that promote good health.

achieve results such as lower health care costs, higher productivity and a healthier bottom line.

Multi-Level Approach

- **Primary Interventions**

- ▶ Address physical or social environment

- **Secondary Interventions**

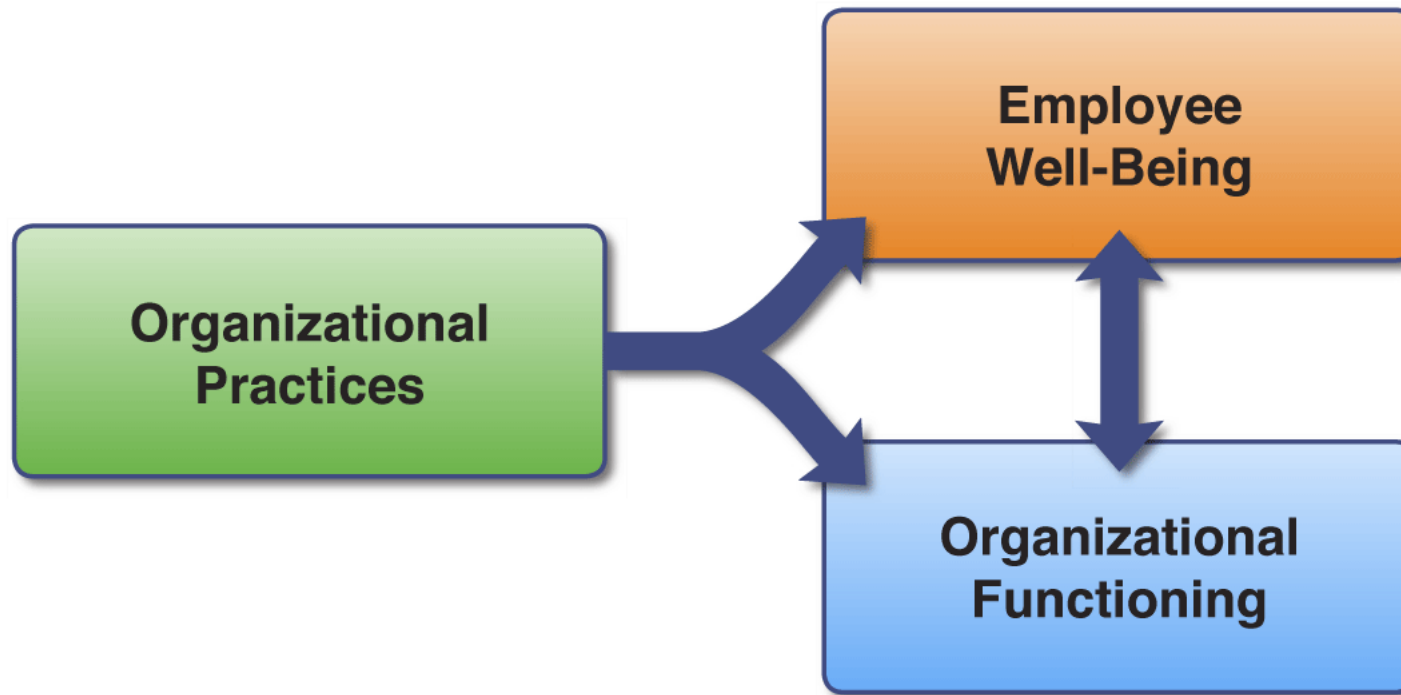
- ▶ Help individuals make healthy lifestyle and behavior choices

- **Tertiary Interventions**

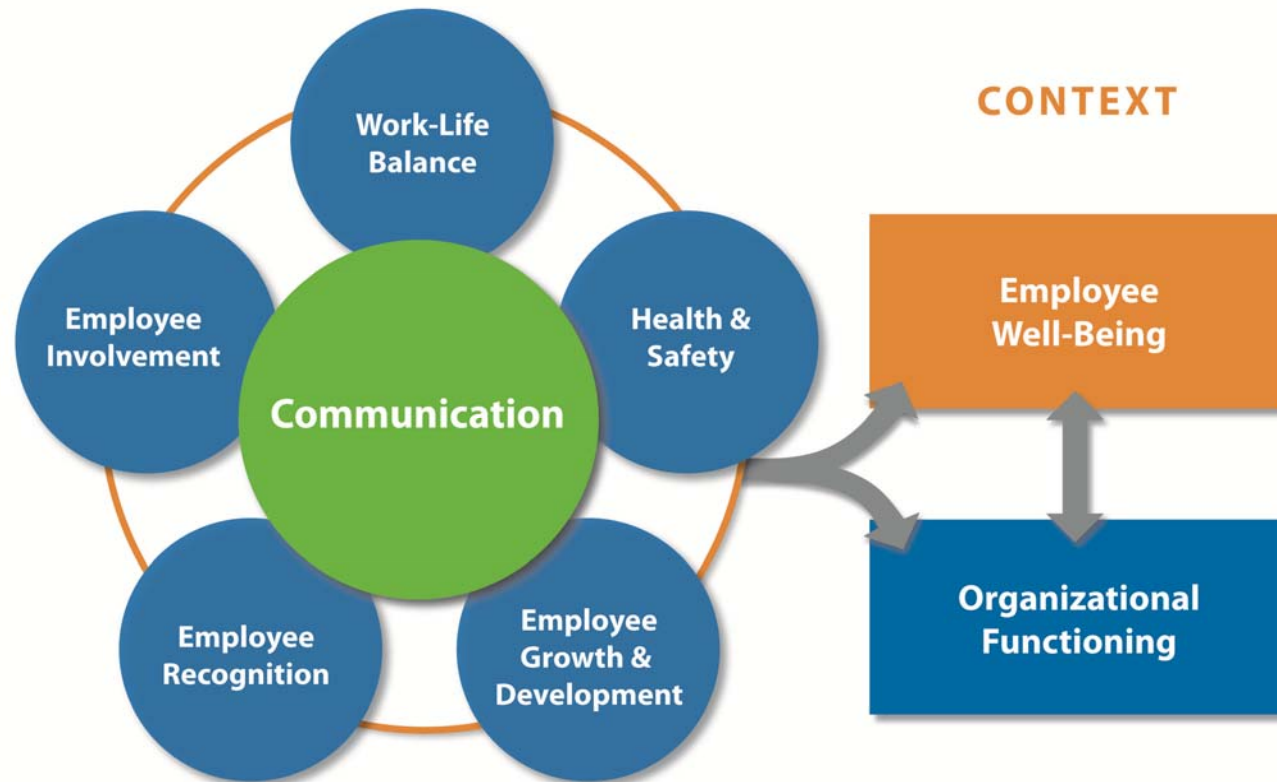
- ▶ Assist individuals who are experiencing ongoing problems



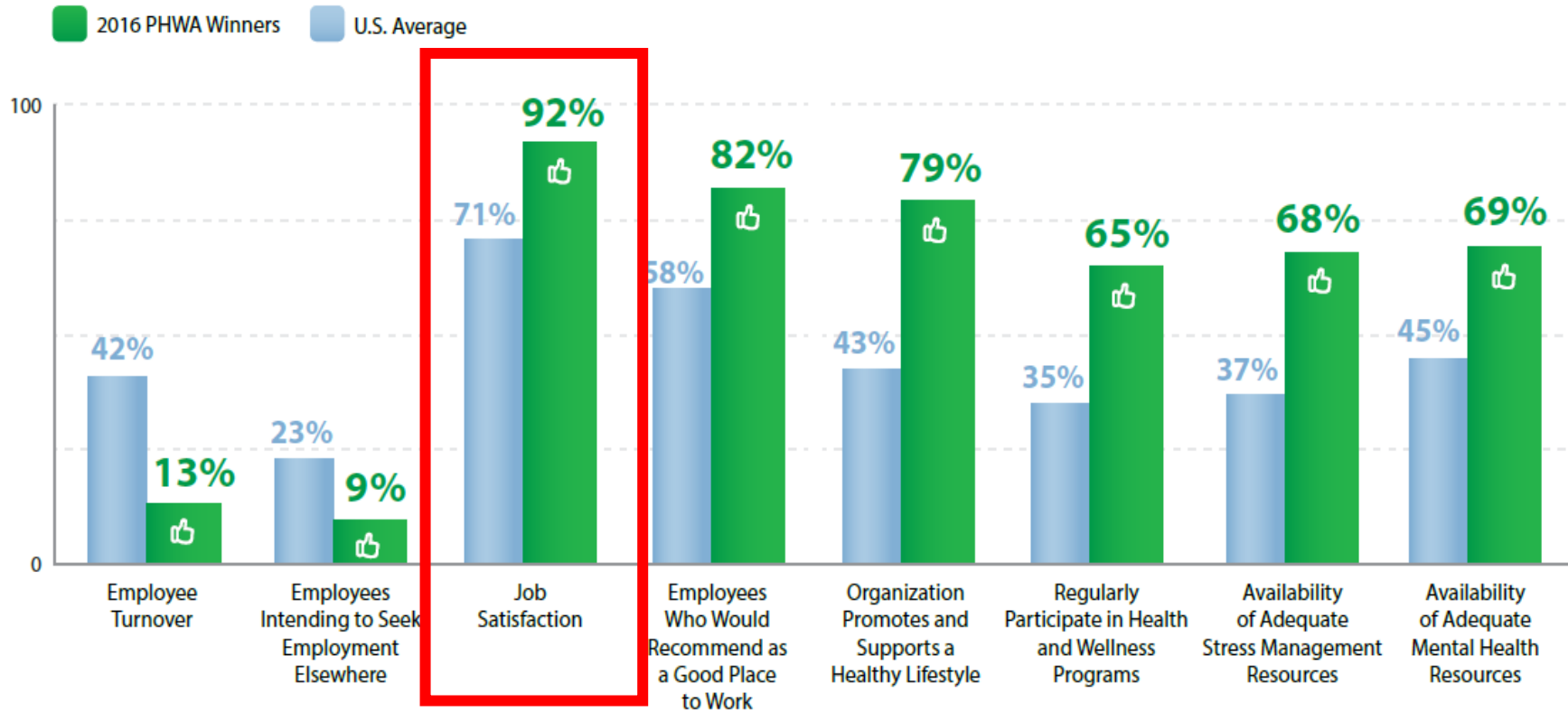
The Psychologically Healthy Workplace



The Psychologically Healthy Workplace

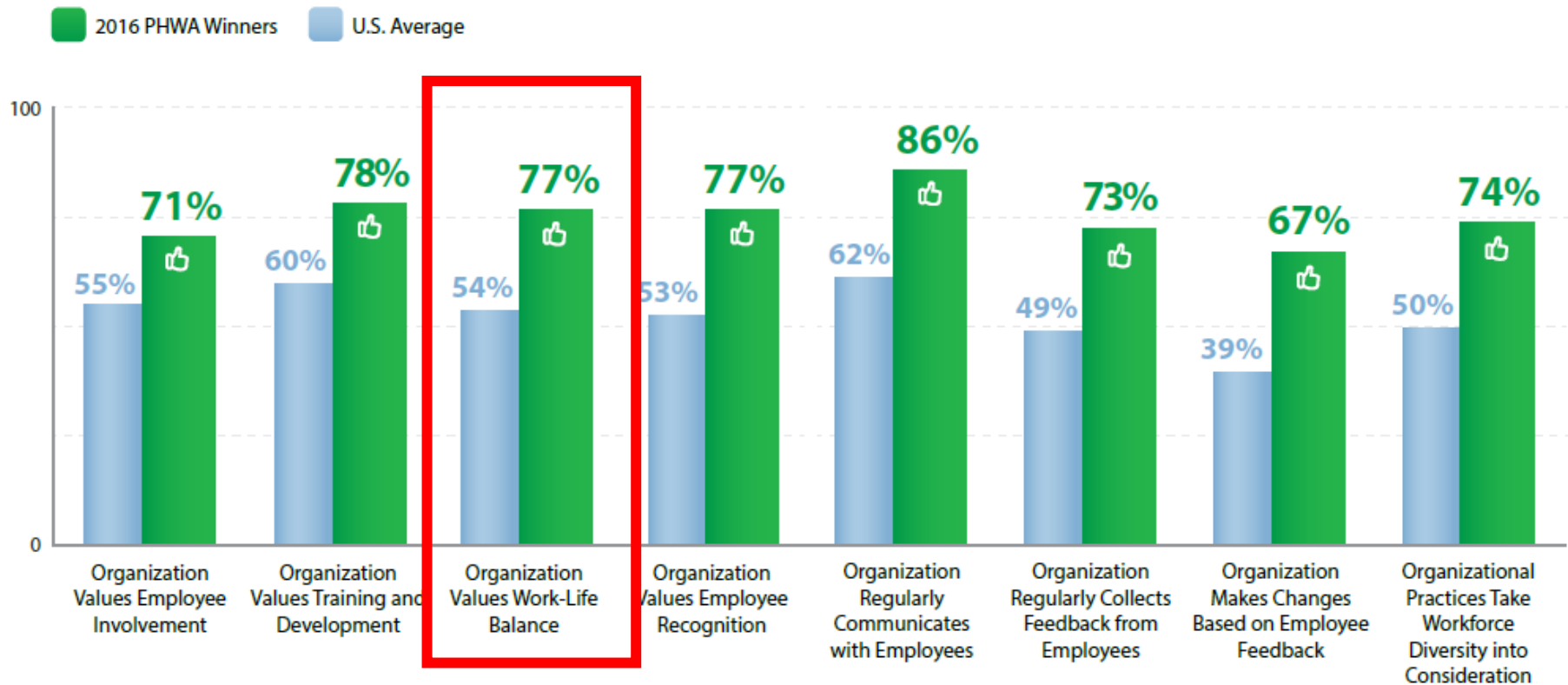


Data Reveal the Benefits of Psychologically Healthy Workplaces



Sources: American Psychological Association (APA), Psychologically Healthy Workplace Program; APA's 2015 Work and Well-Being Survey; U.S. Department of Labor, Bureau of Labor Statistics, 2015 Total Separation (with preliminary data for December).

Psychologically Healthy Workplaces Value Employees and Communicate Effectively



Note: Results reflect the percentage of employees who endorsed the items listed above.

Sources: American Psychological Association (APA), Psychologically Healthy Workplace Program; APA's 2015 Work and Well-Being Survey.

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How Employees Benefit

- ✓ **Physical Health**
- ✓ **Mental Health**
- ✓ **Job Satisfaction**
- ✓ **Employee Morale**
- ✓ **Motivation**
- ✓ **Commitment**
- ✓ **Climate**
- ✓ **Stress Management**

5 Components of the Psychologically Healthy Workplace



Work Here, Grow Here

Employee Involvement



Work Here



Grow Here



Health & Safety



TEAM

C.A.B.

Work Here



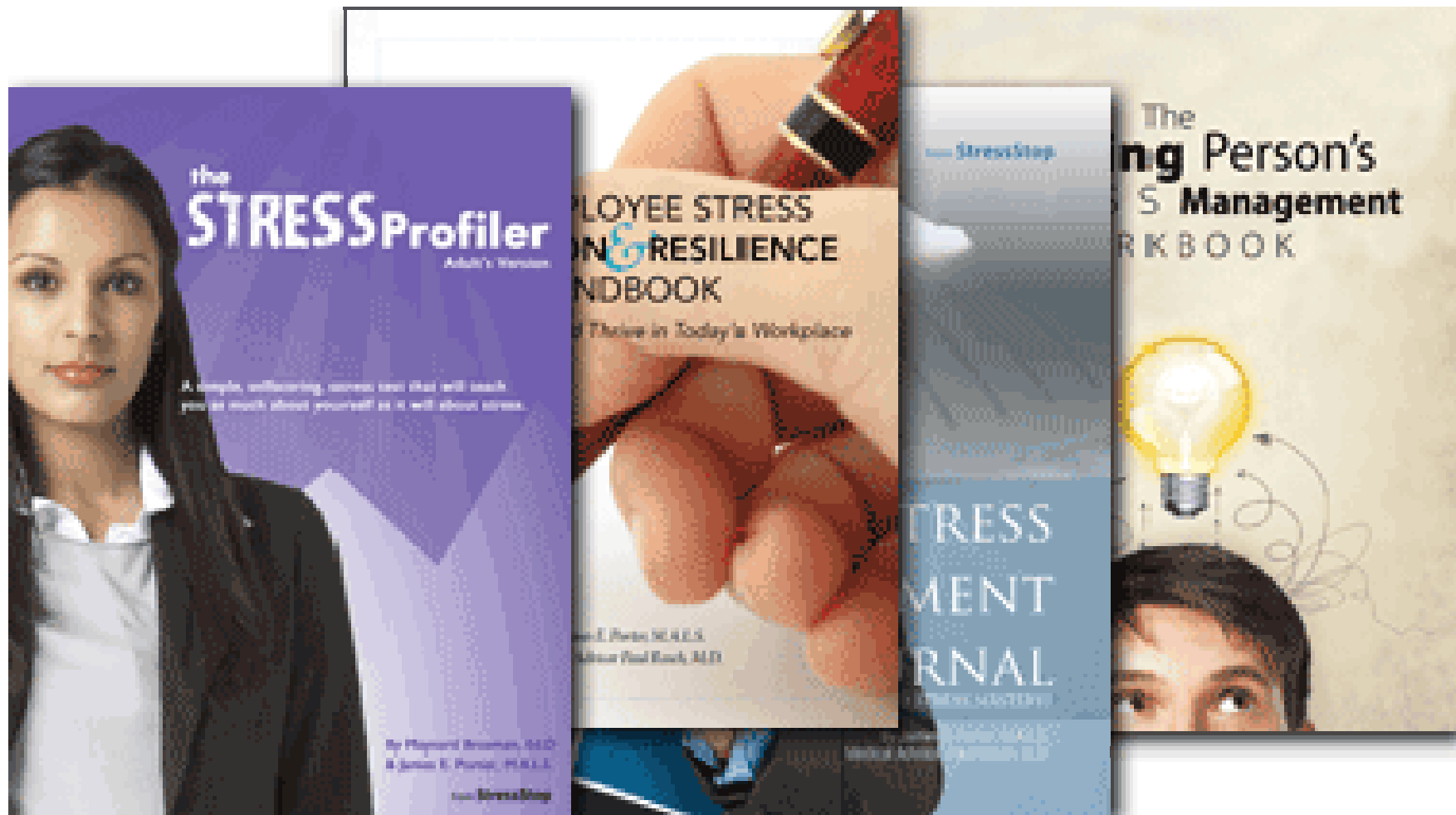
Grow Here





Employee Growth & Development





Work Here



Grow Here



Work Here



Grow Here

Work-Life Balance



Work Here, Grow Here

GUIDED IMAGERY

from the office to the beach in just 15 minutes.





Employee Recognition



Work Here



Grow Here



TIME



Healthiest
Companies
in America



Work Here



Grow Here

Communication



Beefcast

Week of 7/17/17

Beefcast 182

Covering...

Sales Meetings / Welcome Mindy Cato
Service Project
Lamar Moore visiting Wooster



Work Here



Grow Here





Work Here



Grow Here



Work Here



Grow Here



"If you love what you do, you'll never work a day in your life"

Work Here



Grow Here



How do I start the application process?

<http://www.apaexcellence.org/applynow>

A group of business professionals in a meeting, looking at documents and a laptop. The image is slightly blurred and serves as a background for the text.

Applying for the PHWA

- **Online application**
- **Four step process**
 - **Main Application**
 - Brief informational checklist
 - **Organizational Practices Questionnaire**
 - Narrative descriptions based on criteria
 - **Employee Questionnaire**
 - Online survey
 - **Site Visit**
 - Approximately four hours

American Psychological Association's 2016 Psychologically Healthy Workplace Award Winner



Work Here



Grow Here



Forbes

Entrepreneur

npr



THE HUFFINGTON POST

INFORM • INSPIRE • ENTERTAIN • EMPOWER

StressStop



The British Psychological Society



Division of Occupational Psychology

Applying the science of psychology to work

Work Here



Grow Here



Work Here



Grow Here



Work Here



Grow Here



Work Here



Grow Here



The Psychologically Healthy Workplace

A psychologically healthy workplace fosters employee health and well-being while enhancing organizational performance.

Five Categories

1. **Employee Involvement.** Efforts to increase employee involvement empower workers, involve them in decision-making and give them increased job autonomy. Employee involvement programs can increase job satisfaction, employee morale and commitment to the organization as well as increase productivity, reduce turnover and absenteeism and enhance the quality of products and services.

	What are we doing now?	Ideas for improvement
Employee involvement		
Job satisfaction		
Employee morale		
What is our turnover rate?		
What is our absenteeism rate?		
Improvement of quality of products or services		

Work Here



Grow Here

2. **Health and Safety.** Health and safety initiatives improve the physical and mental health of employees through the prevention, assessment and treatment of potential health risks and problems and by encouraging and supporting healthy lifestyles and behavior choices. Health and safety efforts include a wide variety of workplace practices that can help employees improve their physical and mental health, reduce health risks and manage stress effectively. By investing in the health and safety of their employees, organizations may benefit from greater productivity and reductions in health care costs, absenteeism and accident/injury rates.

	What are we doing now?	Ideas for improvement
Prevention		
Assessments		
Treatment of potential health risks		
Healthy lifestyle promotion		
Physical health		
Mental health		
Safety		

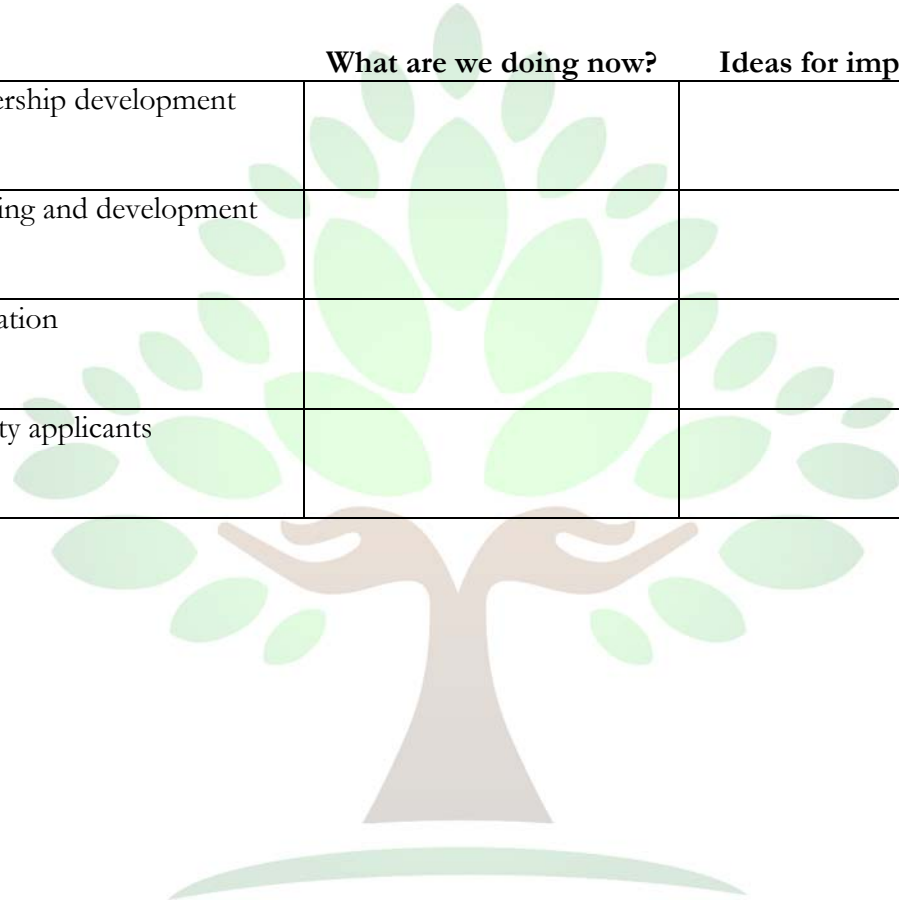
Work Here



Grow Here

3. **Employee Growth and Development.** Opportunities for growth and development help employees expand their knowledge, skills and abilities and apply the competencies they have gained to new situations. The opportunity to acquire new skills and experience can increase employee motivation and job satisfaction and help workers more effectively manage job stress. This can translate into positive gains for the organization by enhancing organizational effectiveness and improving work quality, as well as by helping the organization attract and retain outstanding employees. By providing opportunities for growth and development, organizations can improve the quality of their employees' work experience and realize the benefits of developing workers to their full potential.

	What are we doing now?	Ideas for improvement
Leadership development		
Training and development		
Education		
Quality applicants		



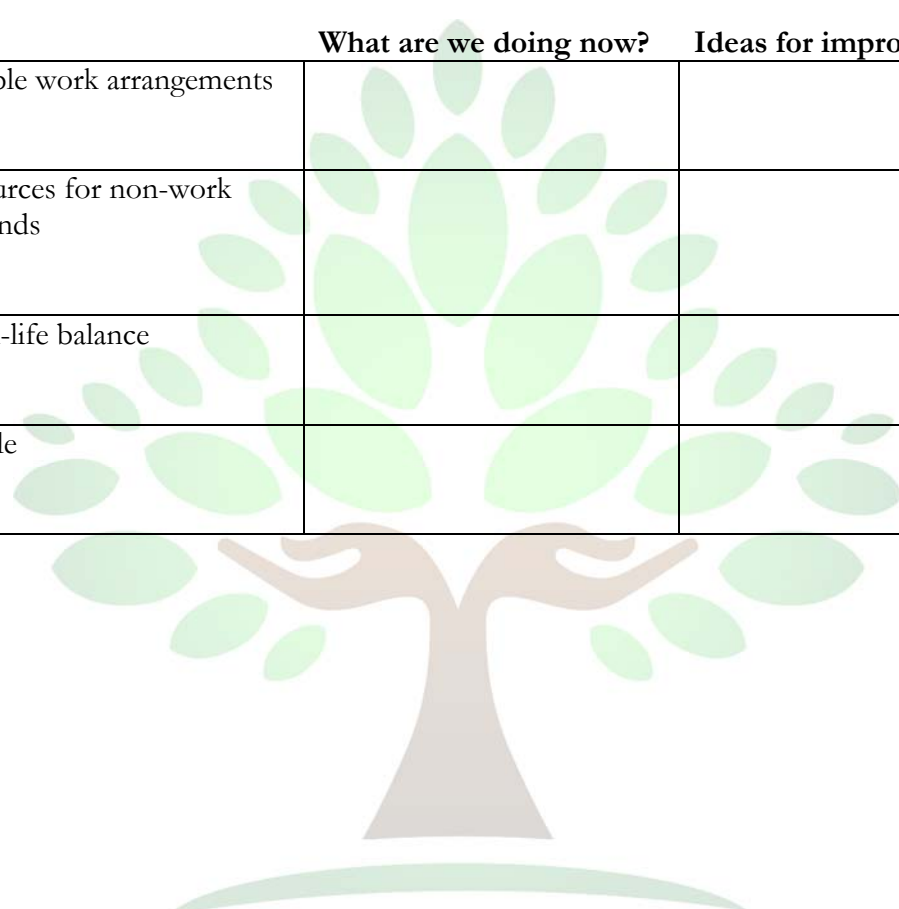
Work Here



Grow Here

4. **Work-Life Balance.** Programs and policies that facilitate work-life balance generally fall into two categories: flexible work arrangements and resources to help employees manage their non-work demands. Conflict between work and other life responsibilities can diminish the quality of both work and home life for employees, which in turn can affect organizational outcomes. Efforts to help employees improve work-life balance can improve morale, increase job satisfaction, and strengthen employees' commitment to the organization. Additionally, the organization may reap benefits in terms of increased productivity and reduction in absenteeism and employee turnover.

	What are we doing now?	Ideas for improvement
Flexible work arrangements		
Resources for non-work demands		
Work-life balance		
Morale		



Work Here



Grow Here

5. **Employee Recognition.** Employee recognition efforts reward employees both individually and collectively for their contributions to the organization. Recognition can take various forms: formal and informal, monetary and non-monetary. By acknowledging employees for their efforts and making them feel valued and appreciated, organizations can increase employee satisfaction, morale and self-esteem. Additionally, the organization itself may benefit from greater employee engagement and productivity, lower turnover and the ability to attract and retain top-quality employees

	What are we doing now?	Ideas for improvement
Formal recognition		
Informal recognition		
Monetary recognition		
Non-monetary recognition		
Employee engagement		
Retaining top-quality employees		



The Role of Communication

Communication plays a key role in the success of any workplace program or policy and serves as the foundation for all five types of psychologically healthy workplace practices. Communication about workplace practices helps achieve the desired outcomes for the employee and the organization in a variety of ways.

- Bottom-up communication (from employees to management) provides information about employee needs, values, perceptions and opinions. This helps organizations select and tailor their programs and policies to meet the specific needs of their employees.
- Top-down communication (from management to employees) can increase utilization of specific workplace programs by making employees aware of their availability, clearly explaining how to access and use the services and demonstrating that management supports and values the programs.

	What are we doing now?	Ideas for improvement
Bottom-up communication from employee to management		
Top-down communication (from management to employees)		

It is important to note that the success of any workplace effort is based in part on addressing the challenges unique to the particular organization and tailoring programs and policies to meet its specific needs.

How to Get Started to be an Ohio Psychologically Healthy Workplace?

- ❖ Main Application <http://www.apaexcellence.org/applynow>
 - ❖ Organizational Practices Questionnaire
 - ❖ Employee Questionnaire
 - ❖ Site visit
 - ❖ Selection of winners and presentation of awards

