



Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization

By Laura Putnam

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Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization By Laura Putnam

A smarter framework for designing more effective workplace wellness programs

Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization.

Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a *great* idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? *Workplace Wellness That Works* shows you how to assess your organization's needs and craft a plan that actually benefits employees.

- Build an effective platform for well-being
- Empower employees to make better choices
- Design and deliver the strategy that your organization needs
- Drive quantifiable change through more creative implementation

Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, *Workplace Wellness That Works* skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

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Editorial Review

From the Inside Flap

Workplace wellness programs have been around for years, but there is abundant evidence suggesting that the traditional model simply is not working. For starters, the rates of obesity, stress, and lifestyle-related disease continue to rise. Nearly half of all Americans now suffer from some form of chronic health condition. This is enormously expensive to both society and business. Making matters worse, traditional methods of encouraging workplace wellness don't necessarily cut costs either—the evidence of ROI for wellness programs is mixed at best. *Workplace Wellness that Works* brings a breath of fresh air to this current state of affairs.

In this book, top wellness consultant and sought-after speaker Laura Putnam shows how to take an outside-the-box, more effective approach to designing wellness programs. She illustrates why true health and well-being cannot be mandated but must be pursued voluntarily. *Workplace Wellness that Works* offers avenues to generate inspiration at all levels of an organization and infuse well-being into the workplace. Readers will learn how to move beyond top-down compliance initiatives and build well-being directly into their organizational cultures. Research clearly shows that simply putting wellness programs in place does not necessarily guarantee employee participation. The steps in *Workplace Wellness that Works* address this dilemma and provide guidance on engaging people in their own well-being and tying health and wellness to overall performance improvement.

Businesses that have taken a more creative approach to workplace wellness have achieved outstanding results. Using a practical 10-step path to creating and implementing an innovative wellness program, Laura Putnam shows that cultures of vitality are not just for cutting-edge companies but can be achieved in any organization. *Workplace Wellness that Works* provides thoughtful tips on how to generate leadership engagement and, when necessary, how to "sneak" wellness-related elements into organizational development.

Change is always a challenge, and the best new initiatives are context-sensitive. These two truths are woven seamlessly into *Workplace Wellness that Works*, which provides examples, resources, and action items for taking an evolutionary approach to promoting employee health and well-being. Whereas many authors have devised one-size-fits-all frameworks for workplace wellness, Laura Putnam shows readers a research-based path to identifying what will work best in their unique situations. This innovative approach will help wellness and human resources professionals, as well as managers and executives, re-frame the way they think about health and well-being in the workplace.

From the Back Cover

Praise for *Workplace Wellness that Works*

"Laura Putnam's insights coupled with compelling stories and tangible action items will help any organization adopt a more creative approach toward transforming culture and influencing well-being at work."

—**Chip Conley**, Airbnb Head of Global Hospitality and Strategy, *New York Times* bestselling author of *Emotional Equations*

"A great book that inspires and spells out a better way to promote well-being in the workplace. Through stories and case studies, Laura Putnam shows us how asking the question, 'What's possible?' can serve as the foundation for healthier habits."

—**Dr. Kenneth R. Pelletier, PhD, MD**, Clinical Professor of Medicine at the University of Arizona School of Medicine and international bestselling author of *Mind as Healer, Mind as Slayer*

"*Workplace Wellness that Works* is a different and insightful look at an old topic that takes a more holistic perspective. Laura incorporates workplace design, culture, and a more employee-centric perspective with practical examples I can use to deliver healthier work environments for 'Millennials' through 'Baby Boomers' in the dynamic and intense technology startup market."

—**Christopher S. Dean**, CEO of Swrve Mobile, Inc., Chief Revenue Officer of Urban Airship, and Chief Strategy Officer of Skype

"For those who are seeking a practical guide to workplace wellness, here's your answer. A book that's packed with innovative ideas on how to take action *today* to improve employee health and well-being."

—**Dee Edington and Jennifer Pitts**, cofounders of Edington Associates and coauthors of *Positive Health as a Win-Win Organizational Philosophy*

About the Author

LAURA PUTNAM is founder and CEO of Motion Infusion, a well-being consulting firm that provides creative solutions in the areas of engagement, behavior change, and human performance improvement. She has worked with a range of organizations from Fortune 500s to government agencies to academic institutions and nonprofits. She also serves as the Chair of the American Heart Association's Greater Bay Area 2020 Task Force.

Users Review

From reader reviews:

Errol Sawyer:

Spent a free time to be fun activity to complete! A lot of people spent their sparetime with their family, or all their friends. Usually they undertaking activity like watching television, going to beach, or picnic within the park. They actually doing same thing every week. Do you feel it? Would you like to something different to fill your own personal free time/ holiday? Could possibly be reading a book can be option to fill your cost-free time/ holiday. The first thing that you ask may be what kinds of book that you should read. If you want to test look for book, may be the reserve untitled Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization can be great book to read. May be it can be best activity to you.

Ruth Barr:

A lot of people always spent all their free time to vacation as well as go to the outside with them friends and family or their friend. Are you aware? Many a lot of people spent that they free time just watching TV, or maybe playing video games all day long. If you would like try to find a new activity this is look different you can read a new book. It is really fun for you. If you enjoy the book that you simply read you can spent all day long to reading a book. The book Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization it is very good to read. There are a lot of people that recommended this book. These people were enjoying reading this book. In case you did not have enough space to deliver this book

you can buy the actual e-book. You can more simply to read this book out of your smart phone. The price is not very costly but this book offers high quality.

Ronald Searle:

Your reading 6th sense will not betray you actually, why because this Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization guide written by well-known writer who really knows well how to make book which can be understand by anyone who else read the book. Written in good manner for you, leaking every ideas and producing skill only for eliminate your current hunger then you still hesitation Workplace Wellness that Works: 10 Steps to Infuse Well-Being and Vitality into Any Organization as good book not simply by the cover but also from the content. This is one e-book that can break don't evaluate book by its handle, so do you still needing one more sixth sense to pick this!? Oh come on your looking at sixth sense already alerted you so why you have to listening to yet another sixth sense.

William Kirby:

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