“Building a Thriving Community in the Workplace”

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Presentation Objectives

• To recognize the complexities of creating a successful worksite wellness program.
• To engage in a discussion of what it means to be a thriving workplace community (a thriving organization with thriving employees).
• To suggest some practical strategies that can help promote a thriving workplace community.
• To learn how faith and calling relate to a thriving community at Calvin College.
Context and Complexity

Healthy Habits
A comprehensive wellness program for Calvin College faculty, staff, retirees and spouses.
Goals

• To provide programs and **opportunities** that promote personal health and well-being for Calvin College employees, retirees and spouses.
• To create a **supportive** community atmosphere for the pursuit of wellness goals.
• To **encourage** personal and professional well-being for lifelong Christian service.
• To **inspire** members of our community to be the best that they can be as God’s agents of renewal in the world.
Purpose
To inspire, encourage, support, and provide opportunities for employees to optimize their God-given gifts and abilities. Helping all employees to be the best that they can be... individually, corporately and communally!
Healthy Habits TEAM

- Director of Campus Wellness
- Kinesiology administrative assistant
- Wellness Committee
  - Human Resources
  - Kinesiology
  - Broene Counseling
  - Calvin Occupational Health & Safety
  - Calvin Information Technology
  - Campus Ministries
- Ambassadors
  - Representing 40 departments and 85% of our employees
- Human Resources
- Student wellness assistant
- Exercise leaders and personal trainers
SUPPORTIVE OPPORTUNITIES

- **Activity Classes**
  - Yoga, Zumba, Tai Chi, Balls & Bands, Spinning, Group Personal Training, etc.

- **Seminars**
  - Nutrition, physical activity, life balance, financial wellness, mindfulness, etc.

- **Challenges**
  - RAK, “Passport to Health,” “Bike to Work”, “Lifestyle Teams”

- **Personal training**
  - One-on-one training; first four sessions are FREE!
SUPPORTIVE OPPORTUNITIES

• Recreational sports
  • Basketball and volleyball every Tuesday and Thursday

• Outdoor recreation
  • Group biking, kayaking, rock wall

• Support/“Yammer” Groups
  • Mindfulness
  • Foodies
  • Social Singles Group

• Special events
  • “Friday Fifteen,” Cooking classes, Community garden

• Facilities Use
  • Fitness center, pool, gyms, climbing wall, track, etc.
SUPPORTIVE OPPORTUNITIES

• Periodic reading groups (purpose; mindfulness, healthy eating)

• Success stories and testimonials
  http://www.calvin.edu/offices-services/healthy-habits/testimonials/

• Healthy Habits “Adventure Trips”
  • 2011 – Grand Canyon and the America Southwest
  • 2012 – “Camino de Santiago” – Spain
  • 2014 – Returned to the Grand Canyon
  • 2015 – Returned to the “Camino de Santiago”
  • 2017 – TBD – Biking in the Netherlands?
Healthy Habits
2015-16 Theme

“Building a thriving community”
What does a thriving workplace community look like?

(One in which both employees and the organization are thriving)
What do thriving employees look like?

- Employees (EEs) view their work as a **calling**. There is a greater good that can be seen in their work.
- Work contributes to **meaning and purpose**. EEs feel like they are making a difference.
- EEs are **passionate** about what they are doing.
- There are quality **relationships** at work.
- EEs feel **valued**, **respected** and **supported**. EEs are recognized for their contribution and feel they are being **compensated** appropriately.
- EEs are **resilient** when confronted with difficult situations and times.
- EEs “**fit**” their roles and are engaged in the work of the organization.
- EEs feel a sense of “**possibility**” for **growth/advancement**.
- EEs are “**engaged**” in their workplace; EEs feel that work is a place to learn and grow.
- EEs feel **safe**.
- **Work is energizing** for EEs…and they leave work energized to engage with family and friends and community.
What does a thriving organization look like?

THRIVING ORGANIZATION
• There is a shared mission and values throughout the organization.
• Leaders work hard to help EEs understand the connection between their work and the organization’s purpose, vision and goals.
• There is good work-life balance (integration).
• There are clear, reasonable standards and expectations.
• There is an underlying caring atmosphere.
• There is trust between employees and management.
• Organizational policies, programs and practices encourage and support a thriving workplace community.
What are some strategies for promoting a thriving workplace community?
Ask your stakeholders

What are we (leadership, HR, EEs) doing well to make this a thriving community?
Ask your stakeholders

What are some practical ways that we (leadership, HR, EEs) can improve our workplace to help make it a more thriving community?
Continually promote the mission of the organization

Calvin’s Mission

Equipping students to think deeply, to act justly, and to live wholeheartedly as Christ's agents of renewal in the world.
Make it a part of your strategic plan

Calvin's Strategic Plan theme 3.1
"Develop a workplace culture in which employees thrive and grow."
Get buy-in from your CEO

Healthy Habits

Healthy Habits is a comprehensive wellness program for Calvin College faculty, staff, retirees and respective spouses. Our vision is for Calvin to be a place where wellness is the norm—not an exception.

Our wellness program promotes healthy living and well-being—and that includes physical, spiritual, emotional, social, intellectual and environmental health. So what are you waiting for? Start a healthy habit today!
Welcome to Healthy Habits!
On behalf of the administration of Calvin College, I am honored to give my strong endorsement to a program that is vital to carry out our mission with excellence. Our Reformed Christian perspective calls us to be good stewards of God's creation, including ourselves. We have been called to participate integrally in the renewal of God's world to bring about shalom in every facet of Creation. Healthy Habits takes this mandate seriously, encouraging Calvin faculty, staff, retirees and respective spouses toward individual and community renewal... physically, spiritually, emotionally, intellectually and socially. Calvin is a community committed to pursuing and supporting each other in living healthy, productive lives. Practically speaking, healthy living leads to reduced illness, increased productivity, improved morale, lower health care costs, and enhanced spiritual, psychological, and physical well-being. Healthy Habits is dedicated to providing opportunities that promote healthy living, creating a supportive environment for the pursuit of wellness goals, and encouraging employees and their families to treat their health as a priority for lifelong Christian services.

To Your Good Health!
Michael Le Roy
President, Calvin College
Get buy-in from your CEO

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"Are You Thriving or Surviving?"
“Good leaders give everyone something to believe in, not something to do.” -Simon Sinek

“Good bosses can create more wellness than wellness leaders can.”
Brand Your Product (name and image)
Thriving Community: It’s all about relationships!
How are faith and calling related to a thriving community at Calvin?
Calling

Merriam-Webster’s: “A strong inner impulse toward a particular course of action especially when accompanied by conviction of divine influence.”
Faith

Merriam-Websters: “A strong belief or trust in someone or something.”
What does a thriving organization look like?

- There is a shared mission and **values** throughout the organization.
- There is an underlying **caring** atmosphere.
Employees (EEs) view their work as a calling. There is a greater good that can be seen in their work.

Work contributes to meaning and purpose. EEs feel like they are making a difference.

EEs are passionate about what they are doing.
“Shalom”

According to Strong's Concordance, Shalom means completeness, wholeness, health, peace, welfare, safety, soundness, tranquility, prosperity, perfectness, fullness, rest, harmony, the absence of agitation or discord.
Healthy Habits Vision

“Calvin is a place where employees thrive and grow”

• Where personal and group shalom is being practiced daily.
• Where there is a community committed to pursuing and supporting each other in healthy living and well-being.
• Where there are strategic goals for building resiliency.
• Where healthy choices are available, accessible and encouraged.
• Where work-life balance is encouraged, supported and practiced.
• Where employees are passionate about their work and are highly productive.
• Where employees are engaged in the well-being of the organization.
• Where health is being maintained and improved…and health risks are being reduced.