

Developing a Workplace Wellness Program

Duration: 5 Days

Language: en

Course Code: MG2 - 190

Objective

By the end of this course, participants will be able to:

- Understand the importance and impact of workplace wellness programs.
- Assess employee wellness needs using surveys and health data.
- Design tailored wellness strategies aligned with organizational goals.
- Plan and implement wellness initiatives with defined budgets and KPIs.
- Engage employees through targeted communication and incentives.
- Monitor and evaluate program outcomes for continuous improvement.

Audience

This course is suitable for:

- HR professionals and managers.
- Wellness officers and team leaders.
- Occupational health specialists.
- Corporate trainers and culture advisors.
- Business owners and executives.
- Anyone responsible for employee wellbeing in organizations.

Training Methodology

Participants will learn through a combination of engaging instructional methods designed to support practical understanding. The training includes instructor-led sessions with easy-to-follow visuals, real-world case studies from successful company wellness programs, and interactive group discussions focused on planning strategies. Learners will also engage in hands-on exercises using practical tools such as checklists, employee surveys, and wellness strategy templates. To reinforce key concepts, the course features short quizzes and simulation activities that guide participants through the steps of designing and implementing an effective wellness program.

Summary

This training course provides a practical roadmap for designing and implementing effective wellness programs in the workplace. With rising levels of stress, burnout, and chronic health conditions among employees, organizations need structured wellness strategies to support their teams' physical and mental health.

In this course, participants will explore the core components of wellness planning - from assessing needs to engaging employees, implementing activities, and evaluating results. It is ideal for professionals aiming to build a healthier and more productive workplace environment through sustainable wellness practices.

Course Content & Outline

Section 1: Introduction to Workplace Wellness

- Definition and goals of wellness in the workplace.
- Benefits for employees and organizations.
- Global trends in wellness programs.
- The role of leadership in supporting well-being.

Section 2: Assessing Wellness Needs

- Conducting employee wellness surveys.
- Identifying health and engagement gaps.
- Reviewing existing HR and absenteeism data.
- Gaining leadership and employee input.

Section 3: Designing a Wellness Strategy

- Setting SMART wellness goals and KPIs.
- Choosing program components (mental, physical, emotional).
- Tailoring initiatives to company culture and team demographics.
- Integrating wellness into HR and business policies.

Section 4: Planning and Budgeting

- Estimating costs and resource needs.

- Choosing vendors, partners, or internal leads.
- Building a 6–12 month wellness activity calendar.
- Identifying funding sources and ROI expectations.

Section 5: Implementation and Program Launch

- Preparing a launch plan with timelines.
- Building wellness ambassador or champion roles.
- Creating communications and promotional materials.
- Hosting launch events or virtual sessions.

Section 6: Boosting Engagement and Participation

- Understanding motivation and behavior change.
- Offering incentives and wellness challenges.
- Making programs inclusive and accessible.
- Encouraging leadership participation and testimonials.

Section 7: Evaluation and Continuous Improvement

- Collecting participation data and feedback.
- Analyzing program outcomes vs. objectives.
- Reporting results to management and teams.
- Adjusting strategies based on engagement and health trends.

Section 8: Building a Wellness Culture

- Embedding wellness into everyday work routines.
- Aligning policies with well-being priorities.
- Supporting hybrid and remote teams.
- Celebrating wellness wins and sustaining momentum.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by The CPD Certification Service (CPD), and are certified under ISO 9001 and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

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Tags

Workplace Wellness Program, Employee wellness

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