

Strategies for Leading with Wellness

FOR SHARP LEADERS



Based on Gallup's International Well-Being Index:
Sharp Best Health - Dimensions of Well-being

Strategies for Leading with Wellness

FOR SHARP SUPERVISORS, MANAGERS
AND DIRECTORS

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AN INTRODUCTION TO LEADING WITH WELLNESS

Sharp HealthCare’s Leadership team is uniquely positioned to create a safe and healthy workplace by building a wellness culture and supporting staff who want to achieve and/or maintain healthy lifestyles. The good news is that creating a culture of wellness is neither time-intensive nor costly. **Sharp Best Health, your employee well-being program**, creates programming utilizing extensive research from Gallup’s International Well-Being Index, encompassing six essential elements (see below for more details), including feedback shared by our Sharp employees. The strategies provided in this guide are to inform leaders of simple strategies that can be utilized in the day-to-day operations of your department. *These supportive interactions with your team can have an enormous impact on promoting and protecting employee well-being and may increase scores on the yearly Sharp Employee Opinion Survey.* This document is designed to serve as a “starting point” for leaders who want to encourage employee well-being and safety and would like guidance on how to proceed. If you would like to discuss these strategies, or any well-being topic with the Sharp Best Health team, please contact **Olga Hays, Manager of Sharp Best Health and EAP**, at 858-499-5222, or Olga.Hays@sharp.com).

A BRIEF SUMMARY OF SHARP BEST HEALTH’S DIMENSIONS OF WELL-BEING



- **Physical:** Having good health and enough energy to engage in the activities that matter to you.
- **Financial:** Managing your economic life to reduce stress and increase security.
- **Mental/Emotional:** Having a balance of emotions, feeling in control of your behavior and able to cope with stress.
- **Purpose:** Liking what you do every day and being motivated to achieve goals.
- **Connection:** Having supportive relationships at work and at home.
- **Community:** Living in a place aligned with your lifestyle, feeling safe and having a sense of belonging.



STRATEGY ONE: KNOW SHARP'S EMPLOYEE WELL-BEING RESOURCES

What	Why	How
<p>Visit the Sharp Best Health Program Overview sub-site on SharpNET.</p>	<p>Sharp Best Health's SharpNET sub-site is the landing place for all Sharp Best Health employee wellness programs and offerings. Use the simple navigation menu panel on the left-hand side of the page to locate all current wellness resources.</p>	<p>Search "Sharp Best Health" on SharpNET or click here to visit the Sharp Best Health subpage on SharpNET.</p>
<p>Review the Sharp Best Health Monthly e-Newsletter</p>	<p>The monthly e-Newsletter, sent to all Sharp employees via email, provides an update of specific programs and events encompassing one "Dimension of Well-being" per month. Knowing what is available is essential to identifying opportunities for you and your team to participate in wellness activities.</p>	<p>Look for the Monthly Well-being e-Newsletter via email, sent on the first Monday of each month from Sharp Best Health.</p>

Notes:



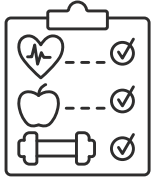
STRATEGY TWO: CREATE A CULTURE OF WELLNESS IN YOUR DEPARTMENT

What	Why	How
<p>Verbalize support for employee wellness.</p>	<p>This is both simple and essential. Feedback from Sharp employees suggests that having “permission” from leadership to engage and care for their own well-being is critical. By simply talking about healthy behaviors and activities with your employees, you are removing an invisible, likely unintended, barrier to their participation in wellness activities while demonstrating your concern and care for your team in a non-intrusive way.</p>	<p>Giving “permission” can take many different forms, including:</p> <ul style="list-style-type: none">• Reminding employees to take their break• Encouraging employees to take walking breaks• Mentioning wellness events and programs with encouragement for employees to participate. <p>Tip: Set the Example - Attending wellness events and participating in wellness programs as a leader also encourages your team members to participate.</p>
<p>Ensure availability of healthy meal options at all unit and department meetings, events, potlucks and celebrations.</p>	<p>It’s easy to assume that pizzas, chocolate, candies, and cookies are the only way to go when food is involved at a work event, but nearly every team has employees that are trying to improve their health. Support them by making sure there a balance between healthy and indulgent is achieved.</p>	<p>Ensure employees that oversee food/catering orders at work events are aware of your desire to see a balance of food options. If you are ordering food for your team, consider ordering from restaurants known to offer healthy menu items. Based on employee feedback at Sharp, a few of the favorites are the following: Corner Bakery Cafe, Panera Bread and Luna Grill.</p>



STRATEGY TWO: CREATE A CULTURE OF WELLNESS IN YOUR DEPARTMENT

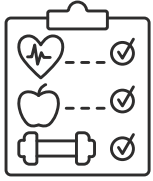
What	Why	How
<p>Standardize stretch breaks in meetings that last more than 60 minutes.</p>	<p>The human body is simply not designed to be sitting in the same position for very long. Introducing stretch breaks into longer meetings will reduce the risk of employee injury, increase energy and will improve the focus of those who participate</p>	<ul style="list-style-type: none">• Make a 2–3-minute stretch break an agenda item so there is no risk of forgetting. Consider rotating the assignment of a team member leading a stretch break during a meeting(as you would for timekeeping and process checking).• Use the Stretch Break Guide – designed by Sharp’s Ergonomics team – to take the guesswork out of leading stretches.• Encourage your team to join the 10-minute Virtual Stretch Breaks, Monday through Friday at 10 AM via Microsoft Teams if their schedules allow. Click here for more information.
<p>Use mindfulness as a meeting reflection or during shift change.</p>	<p>Mindfulness is a tactic widely known to manage stress, but it has also been shown to help re-orient the mind to focus on the present moment. When attempting to bring a group onto the same page, practicing 60 seconds of mindfulness can help by offering a calming moment for an entire group.</p>	<ul style="list-style-type: none">• Use RethinkCare’s mindfulness practices to provide the meditative moment. All employees can register and have access to RethinkCare’s hundreds of mindfulness and yoga programs for free. Learn more here to set up your account.• Sharp’s mindfulness facilitators put together an easy step-by-step guide to help leaders conduct 3-minute mindfulness practices at weekly huddles and other meetings. Click here to download for your team.



STRATEGY THREE: PROMOTE AND PROVIDE WELLNESS EVENTS AND PROGRAMS

What	Why	How
<p>Promote and provide wellness events and programs.</p>	<p>Sharp Best Health can offer customized wellness solutions for your team with our WellnessDIRECT Program. If you identify your team or department as experiencing (or if you anticipate) stress or want to support them in creating a healthier lifestyle, Sharp Best Health will work with you to identify the best event/timing/programming of a wellness resource/intervention developed especially for your team.</p> <p>Tip: A Sharp Best Health program or presentation may be aligned with your team or department's retreat.</p>	<p>Follow these simple steps to incorporate a wellness program for your team or department:</p> <ol style="list-style-type: none">1. Click here to review the WellnessDIRECT Leader Guide.2. Next, choose the program that meets your team or department's wellness needs.3. Lastly, click here to submit a request (the submission link is also available in the WellnessDIRECT Leader Guide, linked above in the first step).

Notes:



STRATEGY THREE: PROMOTE AND PROVIDE WELLNESS EVENTS AND PROGRAMS

What	Why	How
<p>Highlight relevant programs at meetings, huddles and retreats.</p>	<p>Many Sharp employees have shared that they rely on their direct supervisor as their primary source of information. As one's wellness journey is not one-size-fits all, highlighting specific programs or events on a regular basis with your team is a great way for employees to learn what programs might be meaningful to them.</p>	<ul style="list-style-type: none">• Use the Monthly Wellness e-Newsletter and Sharp Best Health program emails as a reliable source of current programs.• Assign someone on your team to be the “wellness champion,” whose role is to identify fun/interesting/valuable programs that their peers may be interested in. This information can be shared during huddles and/or staff meetings. Flyers can be printed and posted in the employee break rooms.• Encourage your team members to opt in for Sharp Best Health text message updates, click here to learn more.

Notes:



STRATEGY FOUR: A FRIENDLY REMINDER TO SUPPORT *YOURSELF*.

What	Why	How
<p>Support your own health and well-being.</p>	<p>As a leader, you should prioritize not only the health of your staff but also your own well-being. When leaders take care of their own well-being, they are better equipped to lead effectively, make informed decisions, and model positive behavior for their team.</p> <p>Additionally, it fosters a culture of mutual care and emphasizes the importance of overall wellness, contributing to a healthier and more productive workplace for everyone.</p>	<p>Take advantage of the well-being resources at Sharp. They are available to you just as they are available to your team!</p> <p>Sharp’s Employee Assistance Program (EAP), provided by Magellan Health:</p> <ul style="list-style-type: none">• Take care of your mental and emotional health. Use Sharp’s EAP to help manage personal difficulties/challenges in professional and personal life. Magellan Health is available 365/24/7. Click here to access Magellan Health.• Suggest to team members that they input Magellan Health’s member services phone number on their personal phones. Sharp’s member services number is: (877) 230-5294.• Leverage Magellan EAP’s Manager Workplace Support Services for confidential guidance to help improve team dynamics, team building and assist staff in the most productive and appropriate manner. Click here to access the Guide to Manager Support Services.• Sharp Coronado’s Sewall Healthy Living Center (HLC) offers employee discounts on various spa services for team members. The HLC is located on the 3rd floor at Sharp Coronado Hospital. Appointments can be made on through the SharpNET subpage, click here.