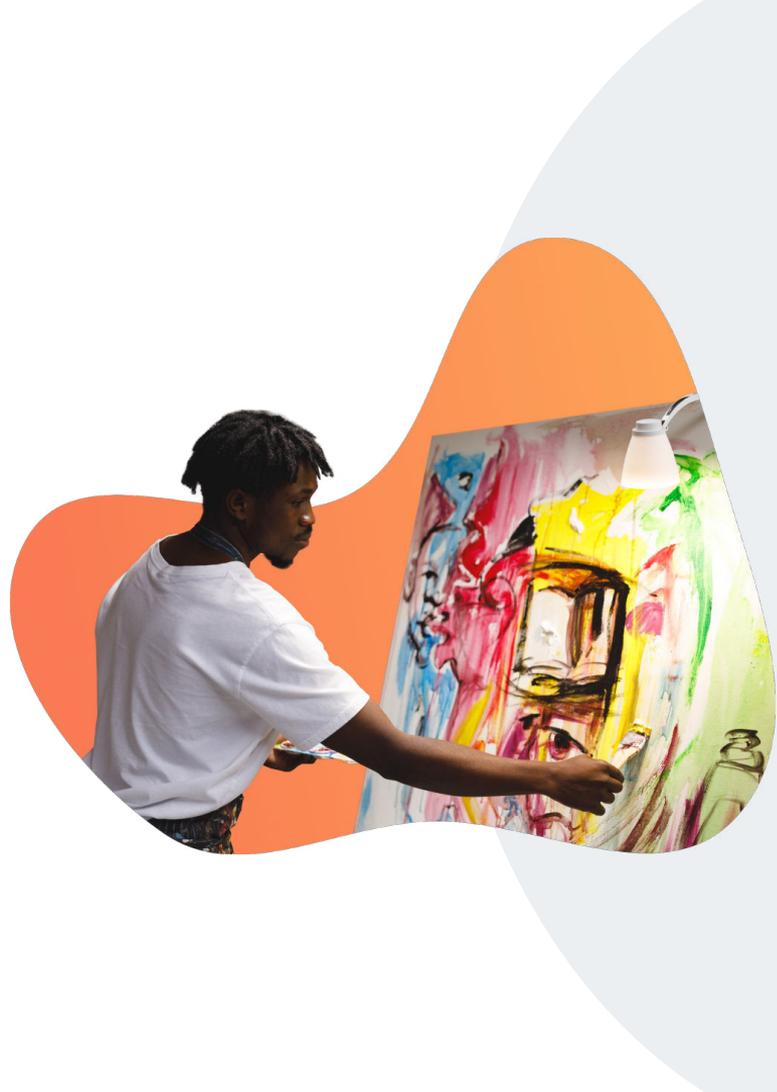




The Quick-Start Guide to Building a Health and Wellness Program



Is your organization investing enough in employee wellness?

Workplace wellness isn't just a trend—it's about empowering employees to thrive while advancing your organizational goals.

We know the demand for wellness programs is on the rise—is your L&D team equipped to meet the challenge?

OpenSesame created this wellness workbook to help you get started. From building the case for wellbeing initiatives to identifying areas for improvement, to [providing exact online learning courses](#), this guide helps you prioritize wellness strategies.



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Meet OpenSesame

We're the world's leading provider of online business training. But we do more than just provide content; our expert team hand-picks and curates courses tailored to fit your learners' unique needs, helping employees achieve their personal goals while you hit your business targets.

Together, let's prepare your L&D team for a workplace that thrives in every way, starting with a foundation of holistic wellness.



Companies with successful health initiatives generate **11% more revenue per employee**, 1.8 fewer days absent per employee per year, and 28% higher shareholder returns.

—[Gapin Institute](#)

Why is workplace wellness mission critical?

Do Workplace wellness Programs Actually Work?

63% of public sector employees say that having access to a wide variety of benefits **improves their loyalty to their organization.**

– [MetLife Report](#)

Health, wellness, or wellbeing, they all describe the same concept—**giving employees the tools to thrive personally and professionally, while aligning with organizational goals.**

When employees feel good, they're happier, more productive, and everyone wins.

Supporting your team's physical and mental wellbeing isn't just a nice-to-have; it's a game-changer.

Aligning wellness with your company's goals improves engagement and empowers your team to thrive in every aspect of life. It's not just about creating a better work environment; it's about fostering a workplace where employees feel healthier, more energized, and fully prepared for success.

OpenSesame makes it easy for you to get started.

We understand building a wellness program from the ground-up is overwhelming.

This overview (plus, our deep-dive mini-guides in specific areas) help you get started. By addressing the core aspects of wellbeing, **OpenSesame's wellness courses and training programs** help boost employee engagement, decrease absenteeism, and foster a more vibrant, productive workplace.

We'll help you build a robust wellness to deliver results.

Whether you decide to offer



offer discounted gym memberships



support Employee Resource Groups



host free monthly therapy sessions



provide healthy snacks



or contribute to health savings accounts

Getting Started

Steps to a wellness audit and launch

FACT

OpenSesame's wellness category features courses designed for businesses of all sizes and industries to cultivate a well-rounded culture of health, vitality, and productivity.

What's more, our dedicated wellness curator has you covered, providing course recommendations tailored to your organization's specific needs.

- ❑ **Step 1: Secure leadership buy-in** Start by gaining support from leadership and key stakeholders.
- ❑ **Step 2: Form a wellness committee or team** Create a dedicated team to lead the initiative.
- ❑ **Step 3: Conduct wellness surveys** This lets you better understand the aspects of wellness most important to your employees.
- ❑ **Step 4: Leverage survey results and set priorities** Use the insights from your survey results to understand the specific needs and preferences of your team.
- ❑ **Step 5: Access OpenSesame's wellness curator and design your framework** Our experts can help guide your efforts and provide recommendations tailored to your organization.
- ❑ **Step 6: Establish a budget** Determine the financial resources you can allocate to your wellness program to ensure it's sustainable and impactful.
- ❑ **Step 7: Embed wellbeing into your culture** To build a lasting wellness program, secure ongoing support from all levels of management and encourage them to actively share it with their teams.
- ❑ **Step 8: Collect feedback and celebrate successes** Keep wellness initiatives top of mind with ongoing communication.

Step 1: Gain buy-in from Leadership

Proving return on investment

The average return-on-investment (ROI) for employee wellness programs is **six-to-one**.

—Zippia

Know your business, Rely on the data

Wellness programs have many **trackable benefits** for both individuals and organizations:

- **Lower insurance expenses**
- **Fewer sick days**
- **Reduced turnover**
- **Decreased workers' compensation claims**
- **Improved employee health and wellbeing**
- **Reduced employer health-related expenses**

Proving ROI will take work. But it can also come in the form of surveys at the outset. Surveys help you show the exact missing health and wellness elements your employees need to perform their best.

What's the end goal for leadership?

Detailed benefits of a wellness program

- ❑ **Boosted productivity:** Most employers agree that wellness and productivity go hand in hand. When employees feel good, they have more focus and energy to get the job done.
- ❑ **Lower stress levels:** When employees are less stressed, they can perform better and stay more focused.
- ❑ **Fewer sick days:** wellness programs aren't just about boosting morale—they also help prevent illnesses like the flu. Fewer sick days mean steady productivity and a healthier team.
- ❑ **Reduced workplace injuries:** Companies that promote wellness tend to see fewer work-related injuries and, as a result, fewer workers' comp claims.
- ❑ **Happier employees:** When employees feel their needs are being met and their health is prioritized, they're more satisfied with their jobs. A happier team creates a positive work environment for everyone.
- ❑ **Lower insurance expenses:** healthier employees can lead to fewer medical claims and ultimately lower insurance premiums, benefiting both the company and employees.
- ❑ **Reduced turnover:** A well-rounded wellness program helps employees feel valued, which can lead to higher job satisfaction and lower turnover rates.
- ❑ **Better recruitment:** Offering comprehensive wellness programs helps companies stand out in the job market, attracting top talent and keeping them competitive.

Promote your wellness goals and budget with these key facts

- Fifty-six percent of employees had **fewer sick days because of wellness programs.**
– [Zippia](#)
- **Ninety-one percent of employees feel more inclined to do their best work** when executive upper management prioritizes employee wellbeing.
– [American Psychological Association](#)
- Seventy-two percent of employers saw **a reduction in healthcare costs after implementing a wellness program.**
– [Zippia](#)
- The average return-on-investment (ROI) for employee wellness programs is **six-to-one.**
– [Zippia](#)
- Eighty-nine percent of employees who work for companies with wellness programs report **being happy with their job and would recommend it to others.**
– [Zippia](#)
- **Forty-four percent of companies plan to invest more in employee wellness benefits** in 2024, 51% anticipate the same level of investment, and only 4% expect a decrease in investment.
– [Wellable](#)
- Companies with successful health initiatives generate **11% more revenue per employee**, 1.8 fewer days absent per employee per year, and 28% higher shareholder returns.
– [Gapin Institute](#)
- Companies with employee wellness programs see a **5% increase in productivity** compared to those that don't focus on employee wellbeing.
– [Gitnux](#)

Step 2: Form a wellness committee or team

- ❑ **Recruit diverse committee members** Bring together people from different departments, roles, and backgrounds to ensure a variety of perspectives. Choose people passionate about wellness who are ready to contribute.
- ❑ **Define committee structure** Appoint a chair and assign roles like coordinator, communications lead, data analyst, and event planner. Set a meeting schedule and key discussion points.
- ❑ **Set clear goals, create SMART goals** (Specific, Measurable, Achievable, Relevant, Time-bound) aligned with employee needs from your assessment.
- ❑ **Develop wellness initiatives** and online training Prioritize programs like fitness challenges, mental health workshops, stress management, and flexible work based on employee feedback. *Supplement these initiatives with a robust online training program to keep employees continuously educated and engaged in their wellbeing journey.*
- ❑ **Communicate** Keep wellness initiatives front and center with ongoing communication. Use all channels. Boost engagement with incentives, recognition, and leadership support.
- ❑ **Monitor and evaluate** Track participation, feedback, and health metrics. Adjust initiatives as needed to keep them relevant and effective.
- ❑ **Measure wellbeing impact** Track engagement (participation), biometrics (feedback from surveys), awareness (do employees know about accessibility to wellbeing initiatives?), and productivity (team output).

Step 3: conduct wellness surveys

Structuring your health and wellbeing program

Well-being isn't one-size-fits-all.

Take the time to figure out which wellness areas align with:

- 1) your company's goals and
- 2) what employees actually want.

This lets you design wellness initiatives and learning that resonates with people's personal health goals—and your bottom line.



- ❑ **1. Survey the Overall Organization:**
[OpenSesame's Wellness Progress Survey](#) is a tool that allows you to get a "snapshot" of the state of Employee health and Well-being at your organization. This survey is taken from the admin's perspective.
- ❑ **2. Survey Individuals:**
Use this [Employee Wellness Survey](#) to decide dimensions of wellness your employees would like to focus on. This survey is taken from each employee's perspective.

Step 4: Leverage those valuable survey results



Identify which wellness areas should be prioritized.

Does your team need a company-wide fitness day, or would they prefer more personalized options like mental health resources or nutrition guidance?

Tailoring wellness offerings boosts engagement and ensures you're getting the most out of your budget. A range of choices lets employees pick what works best for them.

Use the insights from your survey results to understand the specific needs and preferences of your team.

The 8 Dimensions of Wellness

A simple and foundational way to shape your wellness program is by using **Dr. Peggy Swarbrick's 8 Dimensions of Wellness.**

These dimensions help your team focus their energy where it matters most, creating the biggest impact. This not only boosts individual wellbeing but also strengthens your company's culture and productivity.



Step 5: Access OpenSesame's wellness curator and design your framework

OpenSesame Select lists for each dimension of wellbeing

Curated learning paths aligned with the OpenSesame wellness Framework

Dimension	OpenSesame Select List
Physical	<u>Building A Culture of Physical Well-Being at Work</u>
Emotional	<u>Workplace Happiness: Cultivating Emotional Wellbeing</u>
Mental	<u>The Future of Work Relies on a Mentally Healthy Workforce</u>
Spiritual	<u>Spiritual Wellbeing - Finding Meaning and Purpose</u>
Environmental	<u>Holistic Dimensions of Wellbeing - Environmental</u>
Social	<u>Social wellness: Building Meaningful Connections</u>
Financial	<u>Take Control of your Financial wellness</u>
Occupational	<u>Career Reflection and Occupational Wellbeing</u>

Even more wellness curated course ideas

Access these courses that come highly recommended by our wellness experts.

- ❑ [The 8 Dimensions of wellness](#)
- ❑ [Addressing the 5 Stages of Stress and Burnout](#)
- ❑ [Wellness Tips - Guided Movement and Exercise Breaks](#)
- ❑ [Desk Yoga Series by OpenMind](#)
- ❑ [Rest is Power by OpenMind](#)
- ❑ [Practicing Self-Care and Managing Anxiety by Mike Veny](#)
- ❑ [Finding Strength in Mental health](#)
- ❑ [Mindful Management Pathway: 6 Steps to Becoming a Mindful Manager](#)
- ❑ [7 wellness Training Topics for your employees](#)
- ❑ [Micro Meditations by healthy Minds Program](#)
- ❑ [The Scientific Guide to health and Happiness](#)
- ❑ [A Month of Yoga](#)
- ❑ [2025 wellness Course Calendar](#)

Additional wellness tools to support your team

DID YOU KNOW?

Research shows employees are eager for support in making personal healthy life habits. Meet them where they're at with the wellness tools and support they're craving.



Calendars and templates

- [2024 wellness Calendar Course List](#)
- [Wellness Bingo Template](#)
- [Wellness Book Club + Book Summary Course List](#)

Step 6: Establish a budget

Determine the financial resources you'll allocate to your wellness program to ensure it's sustainable and impactful.

Step 7: Embed wellbeing into your culture Secure buy-in from all levels of management and encourage them to actively share it with their teams.

Step 8: Give employees access to OpenSesame's online [wellness training courses](#) Ongoing individual learning is key.

Step 9: Collect feedback and celebrate successes Keep wellness initiatives top of mind with ongoing communication.

Success metrics to share with stakeholders

Utilization Rates:

- Participation in wellness activities and health services (screenings, flu shots and more).
- Attendance at wellness events and workshops.

Employee Engagement and Satisfaction:

- Survey feedback on satisfaction and program value.
- Engagement scores linked to wellness participation.
- Retention rates of wellness program participants.
- Likelihood of employees recommending the workplace.

Mental and Emotional Well-being:

- Changes in reported stress and mental health.
- Use of mental health resources (e.g., counseling).
- Feedback on workplace morale and wellbeing.

Economic Impact:

- Reduced healthcare costs related to chronic conditions.
- Decreased sick leave and absenteeism.
- ROI analysis for the wellness program.

Productivity Metrics:

- Changes in productivity and performance.
- Reduced presenteeism (working while unwell).
- Improved quality of work and output.

Ongoing support for your team with OpenSesame

Have questions about this guide and resources?

Looking to work with our
curation wellness experts on a
customized wellness training
approach?



Add us to your org chart

OpenSesame customers get more than just a course vendor. We view it as a true partnership, and our team of experts is right there in the weeds with you, elbow to elbow, scaling and refining your L&D program together. Whether it's a curation specialist finding the perfect course for your learners, our support staff being on call 24/7, or a customer success manager helping you home in on the best metrics for tracking progress—we're with you at every turn, for the long haul.

For more information,
visit www.opensesame.com

Meet your curator

Meet your wellness curator, Charise Frias.

Who better to develop employee wellness solutions than a certified yoga teacher who has studied mindfulness, breathing techniques, and Ayurvedic medicine in India?

Charise embodies wellness and is passionate about sharing its value with our customers. As a Senior Curation Specialist, she curates wellness content for training programs and keeps our offerings updated through strong publisher partnerships.





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