

Why a Workplace Wellness Plan can Increase Productivity

Provider of leadership development programs and management courses in Perth reveals why most successful organisations have wellness programs.

Perth, WA, 23 December 2013 - Integral Development is an organisation that uses Ken Wilber's Integral Theory to holistically develop individuals and organisations to achieve their highest potential. They feel that their Integral Approach to developing the whole person leads to a corporate culture of cooperation and high performance.

According to Integral Development, health and wellness are important to high performance, both as individuals and as an organisation. Though Integral Development doesn't offer a wellness program, wellness is a theme that runs through many different facets of their training.

Workplaces that offer wellness programs to their employees tend to be more successful. Their employees take less sick days and are more productive at work. Chronic illness or lack of well-being can affect production and motivation; wellness programs help eliminate these problems.

Integral Development recommends the implementation of a wellness plan at every level of an organisation, from entry level to stakeholders.

Instituting a Workplace Wellness Program

Integral Development recommends a number of steps to developing a wellness program in the workplace. The first is to hold discussions between employees, management and any applicable union to ensure that all sides agree on the importance of a wellness program and feel that it benefits them. This creates enthusiasm from all involved and increases the likelihood of participation on all sides.

The next step is to establish a committee composed of management and employees and assign them to create the Health and Wellness Program. Then, they must be given the authority to take action and implement the program, with executive oversight and approval.

It is then recommended to designate a Wellness Coordinator who is responsible for ensuring that action steps are executed and that the program is in place as soon as possible. Allocation of funds is necessary to ensure that wellness activities can be adequately financed.

The largest bureaucratic obstacle for many is to develop wellness policies and practices, but it is an essential part of a successful wellness program. They can include "wellness days" which can be used for family responsibilities or personal wellness, improved supervision, training and mentoring, assimilation of those with disabilities or illnesses back into the workplace and leadership development.

Other steps include addressing stress in the workplace, allowing for schedule flexibility and promoting health and wellness activities in the workplace.

According to Dr Ron Cacioppe, Managing Director at Integral Development, a health and wellness program is an essential part of an effective organisation: "At Integral Development, we base our teaching on Integral Theory, which is an amalgamation of the best of over 6,000 years of human inquiry. We employ Ken Wilber's four quadrants of Integral Theory to promote holistic development of the individual."

Dr Cacioppe continued: "Much of what we teach in our flagship, Integral Leadership Program can have a profound effect on the health and wellness of the individual. Our training is designed to help people function as truly whole beings; this wholeness helps eliminate outside detriments such as stress and miscommunication, creating an environment of cooperation instead of confrontation."

Dr Cacioppe concluded, "Our programs can provide life-changing benefits for both individuals and organisations, but when augmented with a company-wide health and wellness program, those benefits can increase exponentially."

Integral Development provides leadership development programs and management courses at their Perth campus and on-site. Their programs and courses holistically develop organisations and individuals to achieve their highest potential, personally and professionally. For more information, call 1300 176 789 or visit their website: <http://www.integral.org.au/>.

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