

Path To Wellness

Your Best Practices In Employee Wellness E-Newsletter

Spring 2008- Issue 16

Welcome Beverly



This e-newsletter highlights information on employee and corporate wellness for the beginner to the seasoned professional.

It provides you with how-tos and updates you on significant research and statistics that may assist you in your wellness initiatives.

We welcome your input, your questions and your best practices.

Thank You For Subscribing,

Beverly Beuermann-King, Stress and Wellness Specialist, Consultant and CSP (Certified Speaking Professional)

www.WorkSmartLiveSmart.com

Corporate Wellness Programming - This Issue - Family Friendly Programs

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Family Friendly Programs

Why are family friendly programs placing front and center when we look at top-rated companies?

Currently, there is a skill shortage and this is only going to deepen as our baby boomers move into retirement. Those that have the skills will have their pick of companies to work for and among the top attractors employees look for is the ability to maintain and develop a positive balance between their professional and personal life. When it comes to retaining top talent, a company that promotes a positive work-life balance has employees who report high job quality. High job quality = retention = bottom line success.

What are family friendly programs?

The World Health Organization reports that health is the extent to which a group is able to realize aspirations, satisfy needs and to change or cope with their environment.

"I also just wanted to let you know that I love the new format of your e-newsletter - very professional and sleek looking. Congratulations!"
Marjorie, Ontario

"Congratulations on receiving your award and thank you for the comprehensive, 'chock-full' and interesting listing of events. Your efforts and willingness to share this exciting information are appreciated." Mary, Ontario

Bring Beverly To Your Workplace

To view workshop themes from **Workplace Stress, Handling Negative Attitudes, to Finding Balance** that may be right for your team, [Click Here](#).

Not sure where to start in your wellness journey - Give Beverly a call today.

705-786-0437

Quick Links

[Wellness Awareness Days, Weeks and Months](#)

March - Spiritual Wellness Month
April - Stress Awareness Month
May - Mental Health Month
June - Professional Wellness Month

[Stress and Wellness Tips Blog](#)

[Website Contest](#)

Back Issues Of [Path To Wellness](#)

Balance is achieved when a person is satisfied with their time and energy that they are spending on the various aspects of their life.

Family friendly programs then are any programs that allow the person to free up time and energy to spend on family related matters or those that bring more satisfaction to family related matters.

Family friendly programs may give flexibility - such as the option for telework. They may provide training or information such as how to relate to your teenager or they may take care of other aspects of their life while at work such as flu shots.

To read related information on **Talent Management** see the [Summer 2007](#) issue.

Seven Spokes Of Wellness

Family Friendly Programs From Top Employers

What's New - What's Interesting?

Living Healthy

- Vacation Purchase Program
- Celebrating National Family Dinner Day by ending the day early and having nutritious dinners available for purchase and take out
- Pregnant employees are given preferred parking in their third trimester

Environmental Strategies

- Emergency preparedness seminars

Attaining Balance

- Sponsoring of summer day camp programs
- A weeks worth of free suppers when returning from maternity or paternity leave
- Access to life coaches
- On-site daycare emails photos of child
- Support and referral services for employees with children who have special needs

Dynamics and Culture

Comprehensive Wellness Survey 2008

Last Chance -

Have you filled out yours?

This annual survey on Employee Wellness discovers trends regarding top programs, motivators and barriers to organizational wellness programming. The results are compiled and discussed in this and other editions of the [Path To Wellness](#) e-newsletter.

[Click Here](#) to take this 3-minute survey.

Order Your Copy

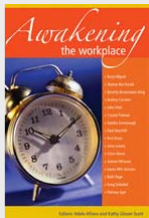
Awakening

The Workplace

A great addition to your wellness library or for enhancing your team's personal growth. People are changing and evolving in regards to how they see themselves in relation to their work and expectations for finding connection, fulfillment and success.

Awakening The Workplace is an exciting new book that has been recently released and is full of tips, tools and stories by more than 16 contributing authors from around the world (including Beverly) who specialize in workplace connection, renewal and wellness.

[Click Here](#), if you would like to order or learn more about this exciting book.



- Childcare expenses are covered when employees travel
- Performance reviews include work-life balance goals
- If have to work late or weather may be an issue, can access a local hotel for \$20/night
- Multigenerational workshops for manager training
- Workshops on flex-time - what's working and what's not for managers

Employee Services

- Cancer Resource Center

Remuneration and Benefits

- Discounted pet insurance

Support Building

- Donation of \$300 to an employee's favourite charity to which he or she has volunteered more than 50 hours annually

More interesting family friendly programs from around the world..

- Peru - working moms receive a nursing allowance equal to twice the minimum wage for breastfeeding

To read additional information on **Talent Management** see the [Summer 2007](#) issue of the Path To Wellness e-newsletter or to read more information on **Employee Engagement** see the Fall [2007](#) issue.

HRPAO - Participant Comments From Family Friendly Programs From The Top Employers

"We do some great things, but we could do a lot more"

"Excellent - do the benchmarking - don't do the flavour of the day"

"Liked the idea of capturing all wellness related programs under one umbrella"

"Liked the focus on taking your time to understand what is relevant to our employees in our organization"

Overall Message

There are some great programs being developed to help our employees and their families attain and maintain physical and mental health and wellness. Some of these programs are simple and some are more complicated. Some are truly inspiring.

Beverly Is Now One In A Million

Many thanks to Beverly's clients in assisting her to become "1 in a 1,000,000"

Beverly Beuermann-King was awarded her Certified Speaking Professional Designation in 2007.

This is the highest earned designation of the International Federation For Professional Speakers.

This award is achieved through continuous education, outstanding performance and professional business management.

There are less than 40 CSP's in Canada and less than 550 around the world.

[Click here](#) to see more about this outstanding achievement and what it means to your business.



Join Our Mailing List!

If this has been forwarded to you and you would like to be on our mailing list, please send an email to info@worksmartlivesmart.com with Subscribe to the Path To Wellness in the subject. Please include your name, company, city and province in the body.

A comprehensive wellness program is based on solid, sound information. It is not the flavour of the day, but is based on helping people cope with their issues, barriers and challenges. When based on these solid benchmarks, a comprehensive wellness program makes good business sense.

Want to take your wellness programming to the next level? Not sure where to start? Beverly Can Help.

Beverly can give direction on assessment, benchmarking, program development, communication and measuring your programs to achieve wellness success.

Contact Beverly today - 705-786-0437

[Consulting Services](#)

Celebrating Success - 2007 was a great year!

Beverly presented wellness workshops to more than 35 organizations and 3000 people coast-to-coast. She gave more than 75 media interviews, bringing her wellness message to many communities around the country. She was honoured to be the 2007 CAPS TO President and to earn the prestigious Certified Speaking Professional designation.

So What Does This Mean For You?

Experience - Engineering - Effectiveness - Excellence

Here are the comments from Beverly's most recent presentation...

'Excellent', 'Very insightful', 'Made me take a close, serious look at my life', 'Great enthusiasm and positivity', 'Enjoyed the interaction', 'Liked the personal examples', 'Excellent, well-spoken presenter', 'Beverly was fabulous', 'Good tips on reorganizing my Wheel Of Life', 'Beverly was highly energetic and inspiring', 'Really engaged the audience', 'Great energy'.

Wouldn't you like your team to grow, learn and feel this way?

Contact Beverly today to see what presentations may be right for your team. 705-786-0437

[Wellness and Stress Presentations](#)

Job Quality Deficit

CPRN study Men's and Women's Quality of Work in the New Canadian Economy - 2003

A job quality deficit exists when what workers have in their job falls short of what they value in a job.

Job quality deficits are most common on issues of psychological attachment, extrinsic rewards, and flexibility.

Just over one-third (36 percent) of employees have less flexibility in their work schedules and less opportunities to balance their work and personal lives than they would like.

Similarly, almost another one-third (31 percent) of employees have a job quality deficit in the area of extrinsic rewards, such as pay, benefits, job security, and opportunities for advancement.

Over one-quarter (26 percent) of employees have a job quality deficit with respect to psychological attachment. This indicates they have less commitment and trust in their employer than they would like.

Wellness Programs For Small To Large Companies

One of the most interesting and socially responsible programs that I heard from the participants at the HRPAO conference was around volunteering.

Volunteering programs can be as simple as recognizing employees who volunteer in the community or more complex such as formally organizing groups to go out into the community. Some employers financially reward the volunteer's organization, while some pay for the volunteer to spend a day out in the community helping. Some organizations go as far as organizing opportunities for the employees' family and children to get involved in special projects. One company located close to the Humane Society, volunteer by taking the dogs in the shelter for walks on their lunch breaks.

The goodwill that these types of programs spread may not be easily transposed into bottom line success, but I am sure that the impact that it has on creating a caring culture can be seen in higher retention and employee satisfaction.

Recognize your volunteers today.

New publication concentrates on HR issues for small and midsize firms. Just a click away is the premier issue of [SMB Human Resources](#), a new digital publication tailored to HR and benefits professionals in small and midsize businesses.

Click [here](#) to subscribe to the monthly publication.

In The News - Statistics You Can Use

The Top 10 Jobs That Employers Are Having Difficulty Filling - Manpower

Manpower surveyed nearly 33,000 employers across 23 countries and territories in late January, including 1,000 in Canada, to determine the extent to which talent shortages are impacting today's labor markets. The survey results, revealed that 60 per cent of employers in Canada and 40 per cent of employers worldwide are having difficulty filling positions due to the lack of suitable talent available.

The top 10 jobs that employers are having difficulty filling in Canada are (ranked in order): Sales Representatives, Customer Service Representatives/Customer Support, Engineers, Drivers, Mechanics, Laborers, Chefs/Cooks, Electricians, Skilled Trades, and Nurses.

EAP Access - Managerial and Executive Stress Report

The report examined Employee Assistance Program (EAP) access patterns of over 168,000 Canadian employees and managers over a three-year period (2003-2005).

Key findings of the Report show that:

- eighteen percent (18%) of all EAP accesses were accounted for by supervisors and managers. These numbers were substantially higher for the retail (37%) and advertising sectors (31%), and also for the financial, hardware/software, construction, and real estate sectors (24 to 26%);
- thirty-five percent (35%) of supervisors and managers accessing EAP reported high levels of stress;
- female management reported higher than average levels of stress (38%);
- management aged over 50 reported the highest levels of stress (39%);
- three quarters of management who accessed EAP services for personal reasons were aged between 30 and 49 years old; and
- more supervisors and managers (20% of them) accessed EAP for marital/relationship discord versus other employees (at 17%)

Life Priorities - Workopolis

Workopolis, Canada's leading provider of recruitment and job search solutions, surveyed Canadian job seekers and employers about their opinions on the job market as compared to five years ago. (2000 vs 2005).

When asked what their number one life priority was five years ago, the top choice was career at 37 per cent, followed by family at 31 per cent. Today, those priorities have flipped, with 44 per cent of Canadians reporting that family is their number one life priority while just 31 per cent still said their career.

Stressed Out Leaders - Grant Thornton International Business Report

Mainland Chinese business leaders are the most stressed in the world, with 84% reporting an increase in stress levels compared to last year, according to the Grant Thornton International Business Report (IBR).

Mainland China is followed by Taiwan (82%), and the developing economies of India (79%) and Russia (76%) in the stress league table. The report which covers the opinions of 7,200 privately owned businesses in 32 countries, found that 56% of business leaders worldwide feel their stress levels have increased in the last year.

In comparison, business leaders in Europe are the least stressed with just 27% of Swedish business owners reporting an increase in stress levels, followed by Ireland (35%) and the UK, the Netherlands and France (all 37%). European Union (EU) and North American Free Trade Agreement (NAFTA) regions show an average of 43% claiming increases in stress, compared to 73% of respondents in East Asia. Last year all countries reported a rise in stress but this year two thirds of respondents reported a lower increase in stress than the previous year.

The greatest reduction in stress level increases came in the Philippines with 12% fewer respondents reporting a rise in stress levels followed by Ireland (11%) and Japan and Mexico (both 10%).

Retirement Savings - Edward Jones and Decima Research, July 2007

Canadians under 35 are ahead of past generations in retirement savings.

- 70% aged 25-34 have started a savings plan
- Only 25% aged 50+ say they'd started at the same age, most waited until age 35
- Almost 1/3 aged 18-24 are also stashing retirement pennies

Wellness Conferences - Join Beverly!

East Toronto Human Resources Association - March 19, 2008 - Japanese Canadian Cultural Centre in Scarborough, ON. Continental breakfast will begin at 7:30 a.m. with Beverly presenting information on Family Friendly Programs from the Top 100 Companies. Contact **Catherine Belcastro**, tel 416-441-5661 or CATHERINE.BELCASTRO@oup.com for more information.

Healthy Workplaces Conference 2008

- Niagara-on-the-Lake - March 25, 26, 27 2008. The Healthy Workplaces Conference 2008 is about encouraging people to be innovative to meet the challenges today for a healthy more productive tomorrow. Learn from over 24 leading edge experts.

Save \$50 - Beverly's valued subscribers can save \$50 by using affiliate code BEV201

Conference Board's Workplace Health and Well-Being Conference, being held in Toronto at the Metro Toronto

Convention Centre on March 26 & 27, 2008 - This conference will explore the facts of the growing mental health epidemic and potential solutions to enhance productivity and reduce costs through more effective mental health management.

Special promotion to our Path To Wellness Subscribers - \$300 off of the conference registration fee. www.conferenceboard.ca - <http://www.conferenceboard.ca/conf/mar08/health/default.asp>

[Conference Board's Western Workplace Health 2008 Conference](#), being held in Calgary at the Coast Hotel on June 11 & 12, 2008.

Special promotion to our Path To Wellness Subscribers - \$300 off of the conference registration fee. www.conferenceboard.ca - <http://www.conferenceboard.ca/conf/jun08/health/default.asp>

[The Canadian Institute's 8th Annual Best Employers in Canada Conference](#) - April 22-23, 2008 in Toronto, ON. Hear success stories of the Best Employers, learn from their journeys to the top and get expert guidance on sourcing, acquiring and engaging a diverse workforce.

Special promotion to our Path To Wellness subscribers - receive a 10% discount off the conference fee at the time of registration. Be sure to quote Priority Service Code 528AX42 to obtain your discount. To register, please call 1-877-927-7936 or register online at www.CanadianInstitute.com/bestemployers/ptw

[Heart and Stroke Foundation Workplace Wellness - Making It Happen - Moncton, New Brunswick - April 29, 2008 - Delta Beausejour, Moncton](#) - Join Beverly for the opening keynote on S-O-S Making Wellness Happen. Share in the expertise of some great workplace wellness champions that can provide key strategies to "Making Workplace Wellness Happen" in your organization. An organization that seeks to create an environment that supports and promotes health is what distinguishes the exceptional company from the average. Please call 506-634-1620 or 1-800-663-3600 for more information.

Looking for Beverly to present at your organization - please call her at (705) 786-0437.

Subscriber's Gifts



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To receive your subscription compliments of Beverly Beuermann-King and the Canadian Association Of Professional Speakers, please

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News Flash: Positive Control Freaks Make Phenomenal Leaders and Workers

Cheryl Cran's new book *The Control Freak Revolution* (Career Press 2008) is taking the media by storm and organizations are responding with a resounding 'yes' to the concept and content. Control Freaks make fast decisions, execute with accuracy and get along with everyone at the same time. Control Freaks set expectations that allow others to be empowered. Control Freaks get the job done. Are you a Positive Control Freak? Join the revolution. Read and download the first chapter at www.cherylcran.com.

May you SPRING to success!

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