



# DRAFTING 2021 INTO THE NEW YEAR!



OCTOBER 2021  
9:00 AM-12:00 PM





2021 HEALTH PROMOTION  
**CHAMPION TRAINING**  
Workshop

**DRAFTING**  
2021 INTO THE  
**NEW YEAR**

**WELCOME HEALTH  
PROMOTION CHAMPIONS  
AND CONGRATULATIONS!**

***THE GRAND EVENT  
CONTINUES...***



# CAR OF TOMORROW: Wellbeing Programs in Challenging Times

- Drafting 2021 into the New Year starts with the “Car of Tomorrow”
- Car of Tomorrow = Wellbeing programs designed to be effective in all kinds of times
- Rethinking wellbeing to engage employees through challenging times
  - Adapting to today’s ever-changing environment
  - Renewing the focus on physical and emotional health
  - Reinforcing a culture of supporting employees in fulfilling their needs





# IN THE COCKPIT: Your Role as Local Government

- As the Health Promotion Champion, you are responsible for driving forward your workplace wellbeing program
- You are the primary link between your local government and LGRMS
- Health Promotion Champion maneuvers for the race:
  - Leadership that provides for each employee's diverse interests and needs
  - A workplace that encourages positive, healthy lifestyle choices
  - An environment where every employee can perform at their best level



# IN THE COCKPIT: Featuring Your Pit Crew and Manual

- Your Pit Crew: LGRMS Health Promotion Services (HPS)
- Our *Mission*:
  - Proactively create opportunities for ACCG and GMA Life and Health Insurance Program members to enhance their health and productivity through leadership and the delivery of innovative health promotion services
- We are committed to:
  - Helping you along every lap of this race
  - We're here if you need to refuel, make planning adjustments, or just check on the program's dynamics
- *2021 Health Promotion Champion Training Manual*





# START YOUR ENGINES: Revving Up Your Wellbeing Program

- Workplace wellbeing still in the time of COVID-19
  - How do you encourage change in an uncertain world where employees have to contend with the challenges of a pandemic? **Resilience.**
- Physical, social, and mental health impact employee wellbeing
  - Mental wellness has the biggest impact



# START YOUR ENGINES: Why Draft 2021 Into the New Year?

- Drafting's importance as one of the techniques and strategies in a race, has as much to do with the driver as the car
- As the driver of your Wellbeing Program, you're still building a resilient workforce
  - Resilience: the capacity to recover quickly from difficulties
  - Protects against stress and anxiety
  - Increases productivity, employee engagement, and job satisfaction
- Instead of anxious feelings getting in the way, we can take productive steps to be in problem-solving mode rather than worry and stress mode





# Building a Resilient Workforce

“According to psychological research, there are four elements that are essential to building the resilience needed to stay healthy under pressure. Known as the 4Cs, these are our need for positive interaction with others (community), wanting to feel part of something important (commitment), the chance to stretch ourselves without feeling overwhelmed (challenge), and the need to have a sense of control over our daily lives (control).” Wolfgang Seidl (2020)





# Building a Resilient Workforce

- Foster community, commitment, challenge, and control through your workplace wellbeing programs
  - Lead by example and build your own personal resilience
  - Encourage social support among employees
  - Help your employees find meaning in what they do
  - View the changes due to COVID as a challenge
  - Help employees develop a sense of control and self-confidence
  - Be optimistic and use positive messaging
  - Encourage healthy habits across all dimensions



# ON THE SPEEDWAY: Taking Off With Your Wellbeing Program

- Successful workplace wellness initiatives require supporting employees in fulfilling their needs in seven areas.
  - Lane 1. Health
  - Lane 2. Meaning
  - Lane 3. Safety
  - Lane 4. Connection
  - Lane 5. Achievement
  - Lane 6. Growth
  - Lane 7. Resiliency





# ON THE SPEEDWAY: Lane 1. Health

- Beyond the absence of mental and physical illness, health is a feeling of strength and energy from your body and mind





# ON THE SPEEDWAY: Lane 2. Meaning

- Feeling part of something bigger than yourself
- Knowing that your work matters
- Having purpose in your life







# ON THE SPEEDWAY: Lane 3. Safety

- Knowing that you are safe from physical and psychological harm at work
- Feeling secure enough to take calculated risks and show vulnerability
- Free of concern about meeting basic life needs







# ON THE SPEEDWAY: Lane 4. Connection

- Experiencing positive, trusting relationships with others
- Feeling a sense of belonging, acceptance, and support







# ON THE SPEEDWAY: Lane 5. Achievement

- Feeling you have the support, resources and autonomy to achieve your goals
- Succeeding at meeting your individual goals and work aspirations







# ON THE SPEEDWAY: Lane 6. Growth

- Feeling like you are progressing in your career
- Learning and being challenged to use and expand on your strengths







# ON THE SPEEDWAY: Lane 7. Resiliency

- Viewing life with optimism
- Feeling grateful and expressing appreciation
- Feeling validated and encouraged





# ON THE SPEEDWAY: Building Your Workplace Wellbeing Program

- Wellbeing Committee
- Program Goals
- Action Planning
  - With your Committee and your LGRMS HPS Rep
- Allow employee input and ideas
  - Health Promotion Interest Survey
  - Health Risk Assessments (HRAs)



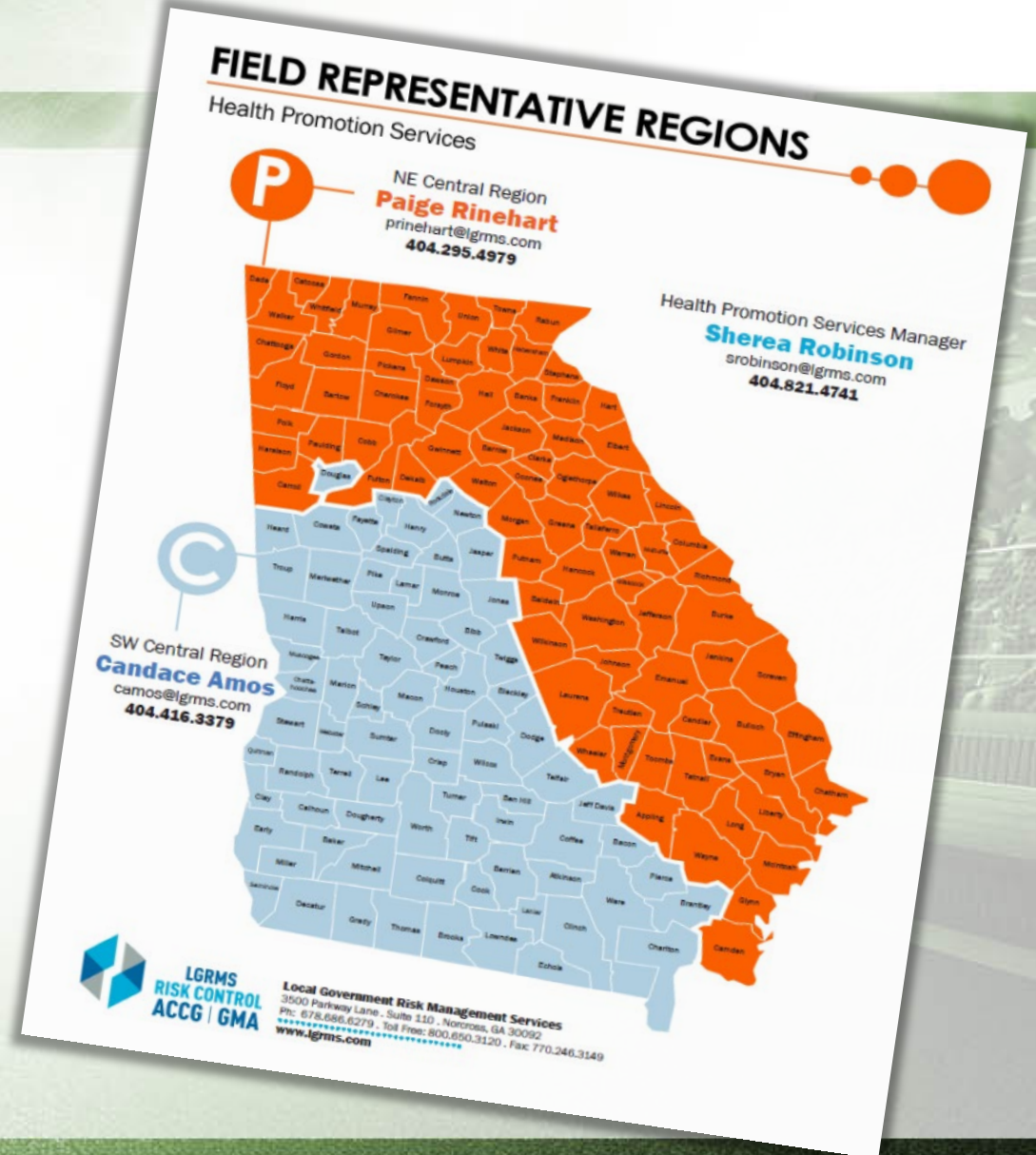


# Pit Crew Support: LGRMS HPS

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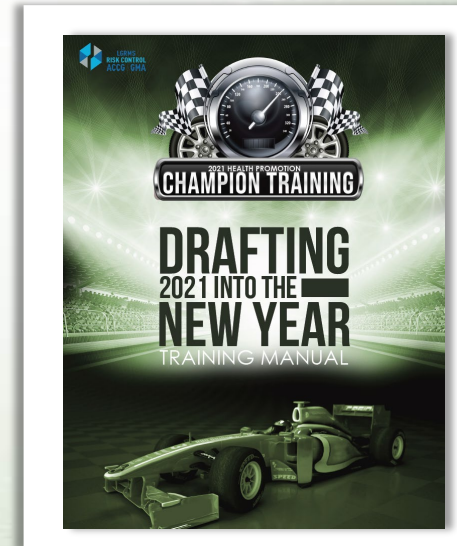




# Pit Crew Support: Services and Resources

## Awareness Resources and Health Communication Campaigns

- Our website: [www.LGRMS.com](http://www.LGRMS.com) offers access to a wide array of wellbeing resources
  - *2021 Health Promotion Champion Training Manual*
    - Appendix contains planning templates, flyers, community resources, and more!
  - Health Promotion Interest Survey
  - Weekly Health Scoop
  - Health and Wellbeing Poster Campaign
  - Living Well Georgia in the SHARE Newsletter
  - Monthly Forum Call








# Pit Crew Support: Services and Resources

## Prevention and Health Education Trainings

- LGRMS Training
  - Physical Health
  - Emotional/Mental Health
  - General Health
  - Occupational Health
  - Leadership and Wellbeing Committee Training
- *Fast Forward Series* 

### Physical Health

- Be Active Your Way
- Dogs Lose, You Win!
- Nutrition and Physical Activity Recommendations
- Supermarket Survival Training
- What's in That?
- Myth Busters (Food and Nutrition)
- Be Good on the Go
- LunchWell
- Cooking Made Healthy
- What's on Your Plate?
- Eat This, Not That
- Healthy Holiday Eating
- Healthy Through the Holidays
- Weight Gain Shockers
- Weight Management
- Losing Weight the Healthy Way
- The Elusive Metabolism Boost
- Vitamin Deficiency
- Water and Hydration
- The Truth About GMOs & Organics
- Anthem Health and Wellbeing
- LiveHealth Online
- Health Care Consumerism

### Emotional/Mental Health

- Stress Management
- Dynamic Equilibrium: Work-Life Balance
- Wellness, Fitness, and Lifestyle Management
- What's Holding You Back?
- Sweet Dreams
- Emotional Intelligence
- The Power of Positivity
- Mental Health Awareness
- Surviving the Holidays
- LiveHealth Online Psychology

### General Health

- Cardiovascular System
- Heart Health
- Heart Smart
- Save A Life: Heart and Stroke Education
- The Silent Killer: Quiet Truths About Hypertension (High Blood Pressure)
- Understanding Diabetes
- Eating to Avoid Diabetes
- Know Yourself
- Health Risk Assessment
- Breast Cancer
- Prostate Cancer
- Nutritional Guidelines for Reducing Your Risk of Cancer
- Freshstart
- Tobacco Awareness
- Substance Abuse
- Substance Abuse: What Supervisors Need to Know
- How to Age Gracefully
- Say Ahh: Think Mouth, Think Health
- Thyroid Health
- Nervous System Disorders

### Occupational Health

- A Guide to Back Injury Prevention and Safe Lifting
- Workplace Ergonomics
- Exercise at Your Desk
- Yoga at Your Desk
- Working in Cold Environments (Cold Stress and Safety)
- Here Comes the Sun (Sun and Heat Safety)
- Team Building Challenges and Opportunities

### Leadership and Wellbeing Committee Training

- High Impact Health Promotion Champion
- Health Promotion Leader I
- Health Promotion Leader II
- Health Promotion Leader III

### Fast Forward Series

- Workplace Ergonomics *Fast Forward*
- Cooking Made Healthy *Fast Forward*
- Mental Health Awareness *Fast Forward*
- Supermarket Survival Training *Fast Forward*



# Pit Crew Support: Services and Resources

## Prevention and Health Education Trainings

- LGRMS Training
  - Anthem Resources, Toolkits, and LiveHealth Online
  - Health Risk Assessments (HRAs)
    - LGRMS HRA
      - Electronic and Paper
    - Anthem BCBS HRA
      - Online through Anthem Portal
- LocalGovU E-Learning
  - Online training courses with topics in: Health Promotion & Wellness, Employee Safety, Corrections, Law Enforcement, and Management
- Safety National
  - Training and education, including classes and seminars on safety and risk control topics geared toward managers, supervisors, and employees





# Pit Crew Support: Services and Resources

## Behavior Change and Disease Management Programs

- Team Building
- Heart Health 6-Week Program
- Freshstart Tobacco Cessation
- Healthy Workplace Consultations and Honors
  - Wellbeing Program Action Planning
  - Workplace Health Audit
  - HRA Group Summary Report Analysis
  - Eudaemonia Award Program\*



# HIGH-PERFORMANCE LAPS: The Grant

## Health Promotion and Wellbeing Grant Requirements

- **Lap 1:** Designate a Health Promotion Champion
- **Lap 2:** Attend the Health Promotion Champion Training workshop
- **Lap 3:**
  - Distribute an initial Grant Press Release to local media and all employees announcing support of the program
  - Implement at least two communications to employees promoting the *Anthem Blue Cross Blue Shield 24/7 NurseLine* and four other Anthem health communications during the year
- **Lap 4:** Employees Complete Health Risk Assessment (HRA)
- **Lap 5:**
  - Implement a Workplace Wellness Policy
  - Participate in Wellbeing Committee Meetings





# HIGH-PERFORMANCE LAPS: The Grant

- **Lap 6:** Offer at least two health promotion programs to all employees
  - Examples: immunization program (flu shots), cancer screenings, CPR/First-Aid training, tobacco use reduction program, nutrition-weight programs, stress management programs, etc.
- **Lap 7:** Create a 12-month Action Plan for the workplace wellbeing program; including awareness, communications, prevention and behavior change programs
- **Lap 8:**
  - Mid-Point Check (*Due January 1*)
  - Year-End Report (*Due June 1*)
  - Receipts (*Due June 1*)
  - Grant Requirements Checklist (*Due June 1*)
- **Lap 9:** Attend at least one other LGRMS HPS Regional Training class during the current Grant year



# HIGH-PERFORMANCE LAPS: The Grant

- **ACCG**

- Award recipients will receive 50% of their initial Grant amount via mail after the Health Promotion Champion Training
- The remaining 50% will be received after the Mid-Point Check has been submitted

- **GMA**

- Oversight in the Award Letters
  - Letters went out in September and were sent with the full Grant amount
- Thus, this will be the only funds received for this Grant year
  - There will not be a second installment after the Mid-Point Check has been submitted





# HIGH-PERFORMANCE LAPS: The Grant

## Grant Year Timeline

- Start of Current Grant Year.....July 1, 2021
- Health Promotion Champion Training Workshop.....October 2021
- 12-Month Action Planning.....Schedule with Your HPS Representative
- Monthly Forum Call.....Starting January 2022 (Exact Dates TBD)
- Mid-Point Check Due.....January 1, 2022
- HPS Regional Training.....Spring 2022 (Exact Dates TBD)
- Year-End Report Due (Report, Checklist, Receipts).....June 1, 2022
- End of Current Grant Year.....June 30, 2022



# HIGH-PERFORMANCE LAPS: Grant Funds Usage

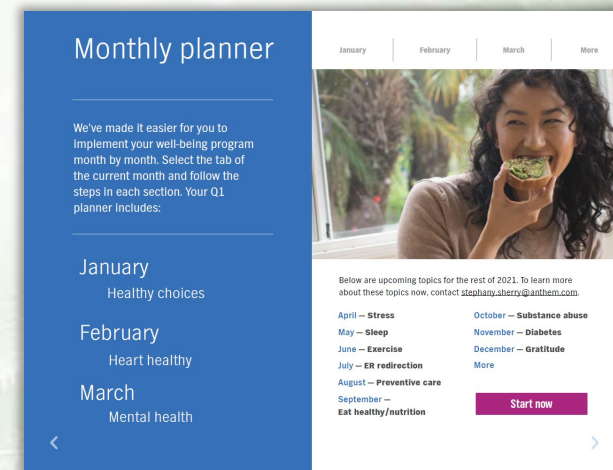
- PPE
- Exercise equipment (Commercial Grade)
- Healthy food for Training
- Door prizes
- Sunscreen
- Ergonomic chairs (only if have the Ergonomics training offered through LGRMS)
- Reusable lunch totes
- Pedometers
- Tobacco cessation aids (only if have the Tobacco Cessation training offered through LGRMS)
- Keyboard wrist support (only if have the Ergonomics training offered through LGRMS)
- Water
- Blood pressure cuffs
- AED
- Computer desk (only if have the Ergonomics training offered through LGRMS)
- Hand sanitizer





# HIGH-PERFORMANCE LAPS: Activity – Action Planning

- **Each group will receive a “Monthly Planner” packet that includes:**
  - One month to focus on
  - One health topic
  - One toolkit
  - Well-being strategies
  - HPS Training List
  - Additional wellness ideas
- **Every member in the group will receive:**
  - 12-Month Action Planning Form
  - One-Month Calendar
- **In your groups, use the tools/resources/services within the packet to help create your Action Plan for one month**
  - Group 1 – February: Heart Healthy
  - Group 2 – March: Mental Health
  - Group 3 – October: Substance Abuse
  - Group 4 – November: Diabetes





**CHAMPION TRAINING**

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# GRANDSTAND FANS



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## **Community Resources and Groups**

- UGA Extension
- Community Health Promotion Resources
- Community Support Groups

# THE CHECKERED FLAG STILL WAVES

“Employers who can connect their people to a sense of purpose and invite them to rise to the challenge will not only give them a sense of direction that will protect their mental health, but also will allow them to emerge stronger from the crisis as a result” (Seidl, 2020).

Wellbeing is unending... DRAFT 2021 INTO THE  
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*Be on the lookout for the Monthly Forum Calls  
and 12-Month Action Planning!*



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# THE CHECKERED FLAG STILL WAVES

Questions?

Thank you!