



AUSTIN  
BUSINESS GROUP  
— ON HEALTH —

Welcome! The meeting will begin shortly.

*If you are joining virtually, please put your name in the chat box!*



# Mayor's Healthiest Workplace Winner Spotlight

# Announcements

- Thanks for joining us today! We're HYBRID
- Virtual participants, please remain muted during the presentation
- We are now an approved SHRM recertification provider!
- Questions will be answered at the end of the presentation

## Moderators for today's meeting include:



Susan Thompson  
ABGOH Co-Chair



Leila Lawson  
ABGOH Co-Chair

# Agenda

## Topics Covered

- Announcements & Introductions
- Learning Objectives
- Speakers:
  - Ballet Austin
  - Turner Construction
  - NI/Emerson
  - City of Austin
- Questions & Answers
- Resource Spotlight
- Closing Remarks



# Learning Objectives

- Identify Best Practices: Attendees will learn best practices from award-winning workplaces that have successfully implemented initiatives supporting tobacco-free living, physical activity, nutrition, mental health, and well-being.
- Understand the Impact of Comprehensive Wellness Programs: Attendees will gain insights into how comprehensive wellness programs, including health education and preventative services, can positively impact employee health and organizational productivity.
- Foster a Culture of Well-Being : Participants will understand how to implement strategies that create a supportive culture of health and wellness within their own organizations.

# Please join us in welcoming our panelists



**Vicki Parsons**

Ballet Austin



**Jake Fagan**

Turner Construction



**Demetria Willis &  
Emily McLaren**

NI/Emerson



**Chris Vykukal**

City of Austin -  
HealthyConnections

# Where it Begins


## Ballet Austin' Mission

To involve and strengthen our community through the creation and experience of dance and *the encouragement of health and well-being.*





Creating a Culture of Health & Well-being  
in spite of the Challenges



# How We Promote an Organizational Culture of Health & Well-being at Ballet Austin

Walking is encouraged at any time during the day.

Ballet Austin has developed a WALKING MAP of downtown Austin measuring steps and distance to various destinations from Ballet Austin.

[balletaustin.org/community/involving-our-community/](http://balletaustin.org/community/involving-our-community/)



Ballet Austin's mission is to involve and strengthen our community through the creation and experience of dance and the encouragement of health and well-being.

# What if...

Health & Well-being was built  
directly into the Workplace  
DNA...instead of being  
*programmed* for us?



**Thank you!**



**SAFETY** **Living**  
Injury Free  
**Every Day**®

**Turner**

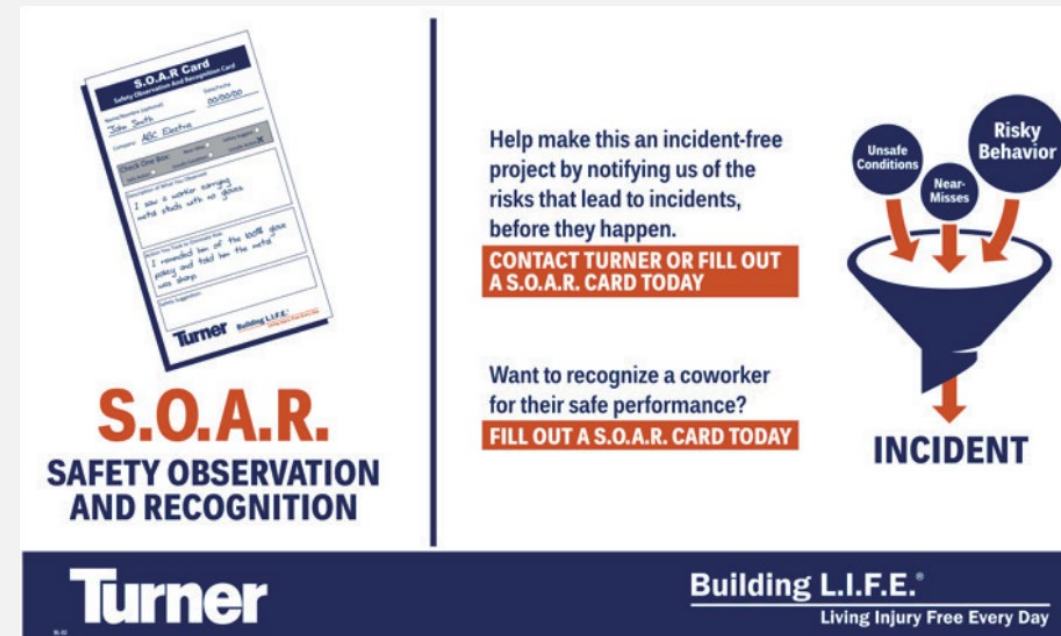
# Local Team

- **Turner Safety Professionals**
  - Jake, Amy, Hunter, Norma
- **Health & Wellness Specialist**
  - Heather, ATS



# Strategy

- Commitment to the worker experience
- Creating the right environment
- The goal is to make our program as convenient for our workers by bringing the services, information and activities to them
- Intentional approach
- Feedback and open communication options
- Educational, Intentional, FUN



# Moving the Needle

- Safety, Health, Wellness
- We are very proud that we offer and encourage our employees to utilize our services for non-occupational needs.
- Monthly initiatives
- Wellness Checks
- Building Wellness

BREAST CANCER AWARENESS

PUSH-UP CHALLENGE

As a company, complete a total of **21,269 push-ups** during **October**, representing each of the estimated breast cancer diagnoses in Texas for 2024.

BREAST CANCER AWARENESS

DONATION WILL BE PROVIDED TO BREAST CANCER RESEARCH IF GOAL IS REACHED!

Start Date : TODAY

End Date : OCTOBER 31

ENTRY : SEE YOUR H&WS FOR DETAILS

Venue : ALL SITES





JANUARY New Year, New You	FEBRUARY Heart Health	MARCH Shift Work Nutrition	APRIL Alcohol and Substance Use Awareness
MAY Power of Positivity – Mental Health	JUNE Summer Safety	JULY Fatigue Management & Sleep Habits	AUGUST Mindful Movement
SEPTEMBER Suicide Awareness and Prevention Month	OCTOBER Breast Cancer Awareness Month	NOVEMBER Men's Preventative Care	DECEMBER Family Health and Work Life Balance

# Forward Thinking & Metrics Analysis

[illegible]

- Capturing and displaying improvement opportunities
- Monthly metric analysis meetings
- Innovation, Outside-the-box thinking, striving for betterment
- Recognition and dedication to the fact that we can always improve

## Q3 Wellness



Austin Business Group on Health

# HEALTHIEST WORKPLACE AWARD - WINNER SPOTLIGHT

NI / EMERSON



# Presenters



**Demetria Vaughn-Willis**  
**MSPH, LVN**

Health Center  
Manager



**Emily McLaren**  
**CPT, CNC**

Fitness Center  
Manager

# What Drives Our Programming



**Client Industry**



**Population Age**



**Stage of Life**



**Preventative Health Focus**



**Barriers**



## Health Center

- Accessible Primary and Acute Medical Care
- After Hours Medical Care
- Mental Health Care
- Preventative Care Outreach
- Program Development and Evaluation



## Fitness Center

- Access to onsite and virtual services
- Group Exercise Programs
- 1:1 Appointments
- Personalized Program Development and Evaluation
- Fitness programs and challenges
- Recreation leagues



## NI Thrive

- Access to online physical, mental, nutrition and financial resources
- Habit Tracking
- Virtual Coaching
- Individual and Team Challenges
- Benefits Navigation

# Motivation Strategies

## Intrinsic Motivation

- **Health Education Workshops:** We offer sessions designed to educate employees about health awareness, encouraging them to seek care and make informed decisions to enhance their overall well-being.
- **Variety of Wellness Options:** We offer flexible wellness activities across various platforms, providing a range of options to support personalized health engagement and cater to the diverse needs of our employees.
- **Social Connections:** We promote opportunities for group participation and team-based challenges to foster a sense of community, connection, and mutual support among employees.

## Extrinsic Motivation

- **Wellness Rewards Program (VP):** Employees can earn points for activities and redeem for prizes or gift cards.
- **Recognition Programs:** The “Wellness Champion of the Month” celebrates active fitness participants and motivates others.
- **Incentivized Health Challenges:** We organize fitness or step challenges with rewards.
- **Time Off or Flexible Work Hours:** NI/Emerson provides time off or flexible hours for participation in wellness activities.



# Building your Community

## Communicating and Engaging

1

Aligned messaging

2

Emails, social media, newsletters

3

Getting feedback



# Walk-in Skin Screening Event

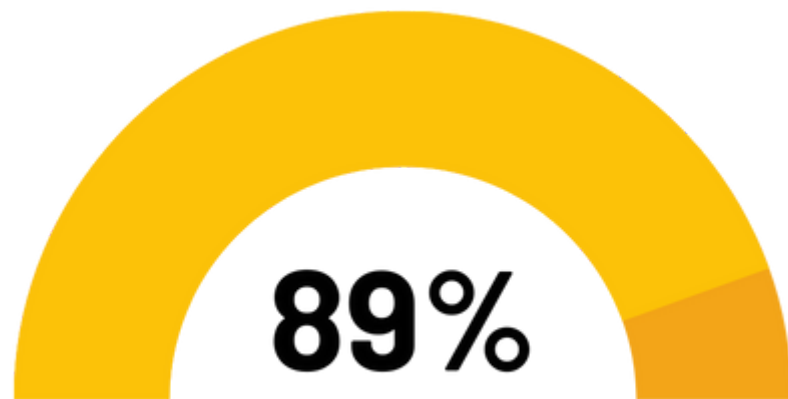
Multi-Platform Health Education

Fitness Collaboration with Sunscreen Packets

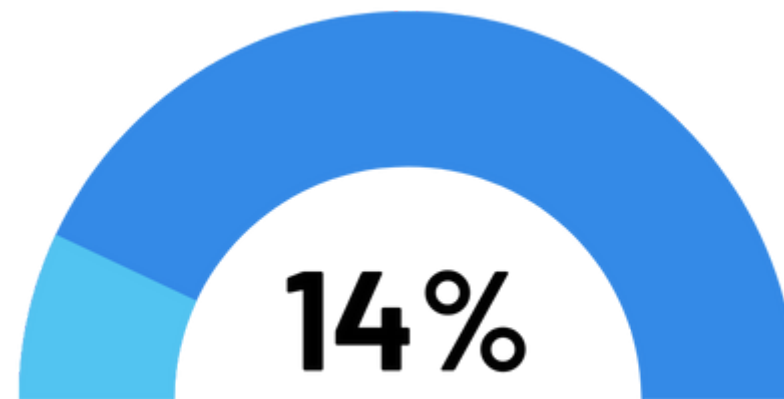
Incentivized Health Challenge

Free Service, Accessible to all employees

Employee Connection



Participant Satisfaction



Increase in Wordof-Mouth Referrals



# Fitness Olympics Program

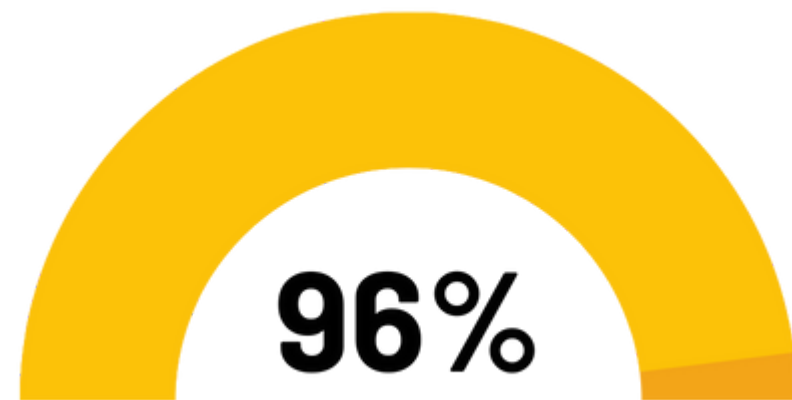
Member Engagement and Utilization

Accessible to all activity levels

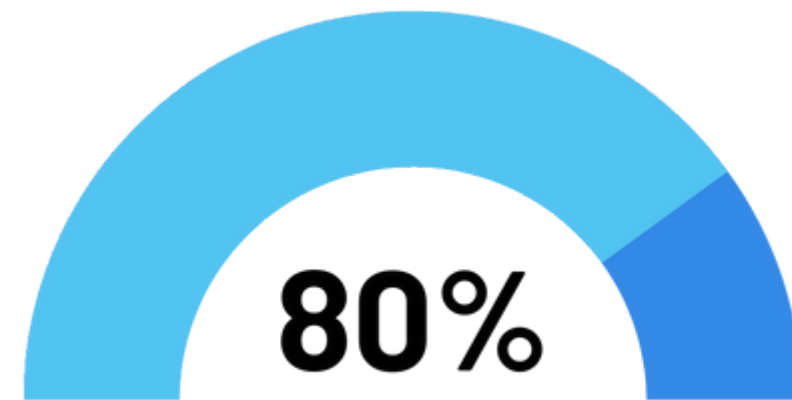
Activities for onsite and virtual participants

Team Building and Employee Connection

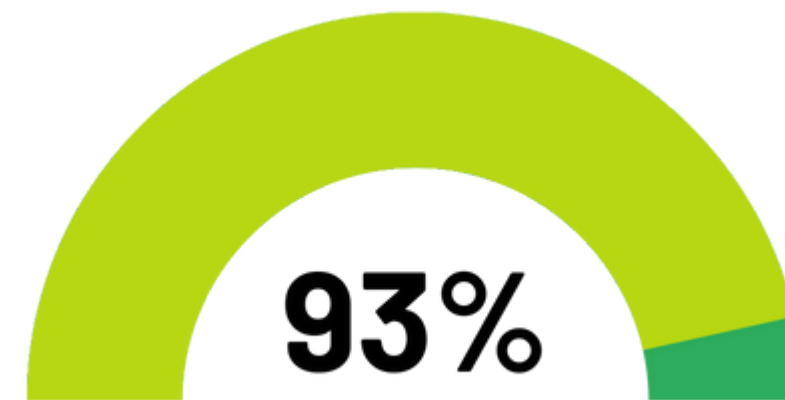
Education and Recognition



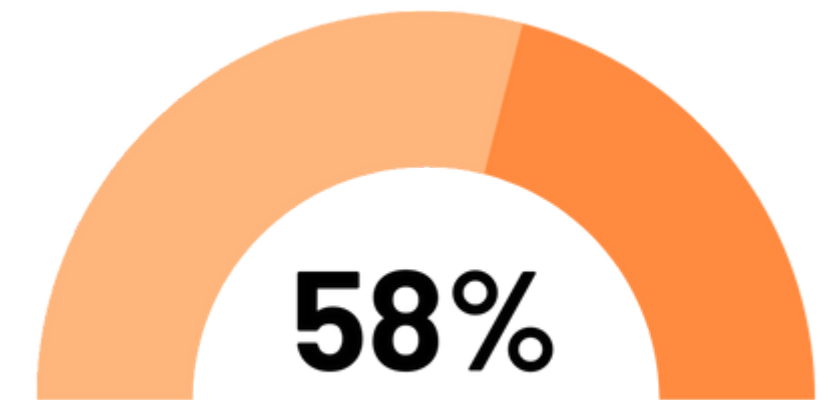
■ Program Completion



■ Member Satisfaction



■ Trivia Participation

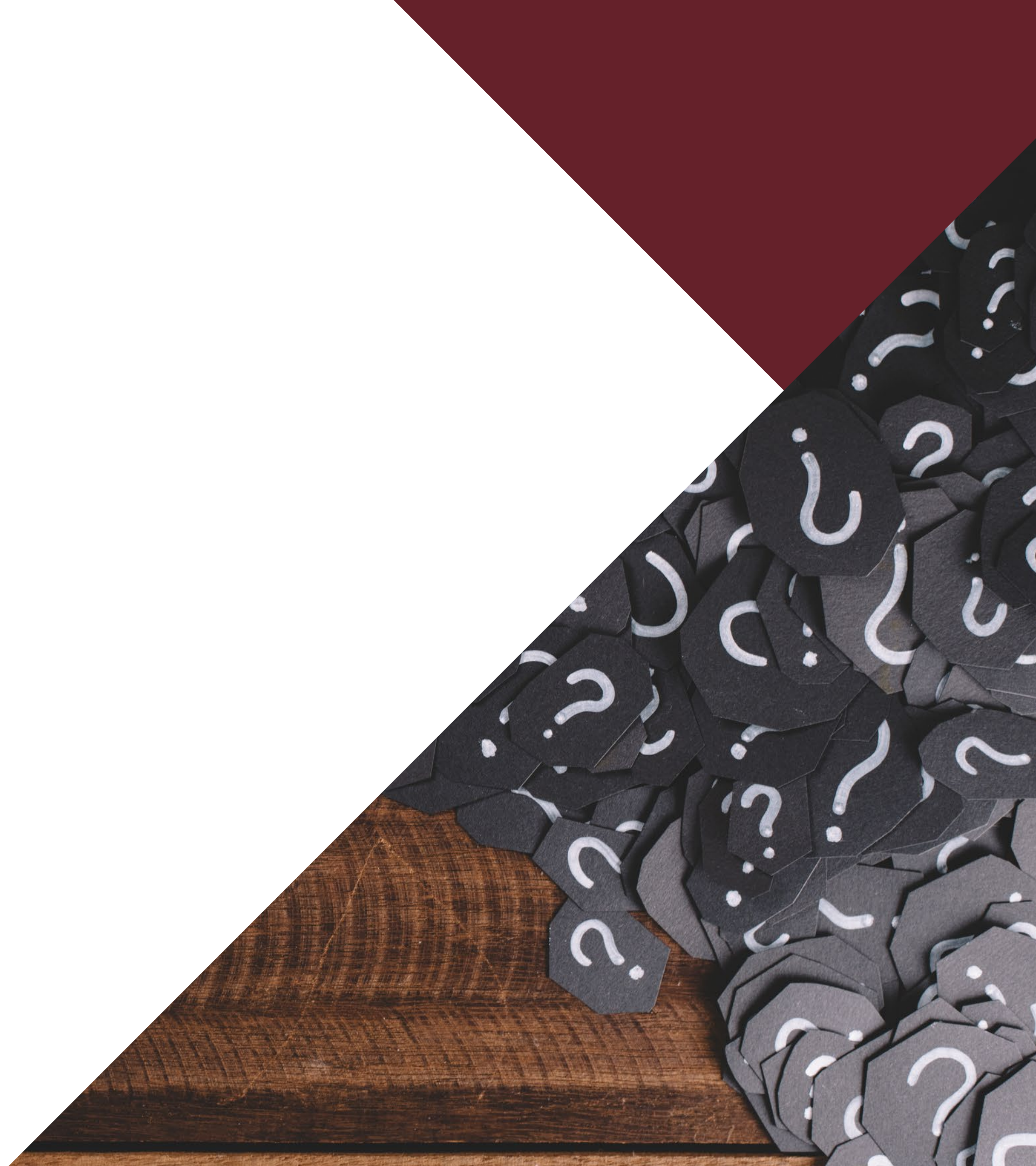


■ Challenge Participation

**THANK YOU!**

# Questions & Answers

- Use the chat box to share what you learned in the breakout session or to send your questions to our panelists.
- A moderator will read questions as they are submitted.



# Resources

- Ballet Austin: <https://balletaustin.org/>
- Turner Construction: <https://www.turnerconstruction.com/>
- NI/ Emerson: <https://www.ni.com/en.html>



# Closing Announcements



**Session Evaluation**

***\*Necessary to receive SHRM PDCs!***



**2024 Member  
Interest Survey**



**2024 Employer  
Commitment Form**



Austin Business Group on Health is approved by SHRM to offer Professional Development Credits (PDCs) for the SHRM Certification Program (SHRM-CP® or SHRM-SCP®). For more information about SHRM certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).

**Thank you! See you at our next meeting!**