

# Building a Wellness Program on a Limited Budget

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## About Kimball International

Kimball International creates design driven, innovative furnishings sold through our family of brands: Kimball, National Office Furniture, and Kimball Hospitality.

Our diverse portfolio offers solutions for the workplace, learning, healing, and hospitality environments. Dedicated to our Guiding Principles, our values and integrity are evidenced by public recognition as a highly trusted company and an employer of choice.

“We Build Success” by establishing long-term relationships with customers, employees, suppliers, share owners and the communities in which we operate.



## Awards



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## Lead the Charge

Identified ownership to lead, collaborate and implement Wellness-centric programs in the organization. Characteristics sought in a leader to own Wellness:

- Ownership had a personal passion surrounding wellness and expressed their intentions to develop and promote the program to its fullest.
- Owner held the responsibility for understanding—and representing—the desires of our employees to ensure we had a program where employees would be engaged and valued.
- Owner focused on employee feedback and how to match this feedback to organizational goals.
- Owner understood the program could be as robust or as simple as needed. We did not want to get caught trying to find rules, requirements or the right way to do Wellness.

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## Wellness Ambassador Program

Kimball's **Wellness Ambassadors** play a vital role in supporting our Wellness mission to promote lifestyle improvements that support good health and improve quality of life.

Since they know their coworkers, they are advantaged in motivating their colleagues to achieve healthier lifestyles. They are a champion of wellness and a catalyst for change. Everyone is encouraged to consider the program, even employees that might not be "walking the talk" when they join but have a desire to change and lead a healthier lifestyle. Different paths of wellness are welcome!

Ambassadors are used as a liaison between the Wellness program and fellow employees. Their feedback and support are key in the success of our programming.



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## Wellness Ambassador Program

Some examples of activities implemented and supported through our Ambassador program:

- Wellness-centric challenges (4 areas: Fuel, Move, Rest, Repair)
- Souper Bowl healthy soup event
- Cooking classes
- Infused water
- Walking breaks/meetings
- Restroom signage
- National Food Days (with a healthy spin!)
- National Activity Days (Walk at Work, Bike to Work)



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## Employee Feedback

We use our annual employee survey, Great Place to Work, to receive feedback on our culture and employee perceptions of the organization. Our survey communicates why feedback is important and thank employees for sharing.

In this survey, employees also provide feedback on our Wellness programming along with comments that reflect the value of our Wellness program. As a result we found common themes and implemented where feasible, such as onsite fitness classes and gym reimbursement.

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## Employee Feedback

Our owners and ambassadors also receive several informal feedback requests, and we did where possible to incorporate into future designs. Some examples:

- Walking offices
- Walking maps
- Pitch In Salad bars
- Fruit for purchase or free
- Garden sharing program
- "Biggest Loser" Contests
- 10 minute stretches
- Weight Watchers at Work and other weight loss support groups
- Pay It Forward Month

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## Developing the Wellness Culture

We wanted to build a workplace that was conducive to employee well-being, not just offering wellness “stuff” haphazardly and calling it a program. At the same time, we wanted to provide environmental supports to make healthier choices easier, but also provide the social supports from fellow employees, managers and leadership.

An organic approach, rather than a “build it and they will come” methodology, seemed to make the most sense. This embraced a way to build the culture so the vision and goals of the program could be sustained.

Examined our company culture, aware what works in one organization might not work in ours. Avoided a one size fits all thought process.



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## Developing the Wellness Culture

### Goals:

- Support employees in improving overall health and wellness.
- Recognize whole person, not just employee.
- Make wellness programming convenient and habit forming.
- Create a healthy workplace environment.
- Recognize the successes (improved productivity, increased daily activity, health improvements) and celebrate.
- Create competitive advantage in healthcare costs.
- Improve employee morale and our position as the Employer of Choice.
- “Right thing to do”



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## Seek the Opportunities

Thought process began with “low hanging fruit” .....

- Where can we implement quick and effective changes? What will gain momentum?
- What unhealthy habits do we see in our work environment? What healthy habits could we introduce? What would make the healthy choice the easy choice?
- How can we tailor by locations and job functions?
- Where can collaboration occur within our Brands?
- How will we communicate?
- What are we currently hearing from employees?
- Does your current benefit package cover preventative care? If so, how well is it being utilized? Health Screenings? Vaccinations?
- Do healthier changes require incentivizing employees?

Questions continued....



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## Vendor Resources

What Resources/Partnerships are already available?

### Health Insurance

- Anthem Promotional materials (Example: Time Well Spent)
- Anthem Doc Talk Webinars (health tips by Anthem medical directors)
- Anthem Wellness on the Run (On-demand 30 minute webinars)
- Anthem EAP resources
- Education and encouragement of preventative care (Example: “Know Your Numbers”)

### Dental Insurance

- Dental provider (Example: sugar/beverage display)

### Retirement Plan

- Retirement plan vendor webinars highlighting financial wellness

### Vending

- Contact vending partner to see if they can stock healthier items.



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## Community Resources

### Consider partnerships with non-profit organizations

- Local hospital (onsite health screenings, health education, onsite fitness classes)
- Onsite flu shots and adult vaccinations from Health Department or local pharmacy
- Onsite Blood drives with American Red Cross
- Onsite Mobile Mammography with local community hospital
- Purdue Extension Nutrition Education (lunch and learns, cooking classes)
- Local YMCA onsite fitness classes
- American Cancer Society, American Heart Association, Alzheimer's Association, American Diabetes Association educational opportunities and volunteerism
- Wellness interns from local universities

### Consider partnerships with for-profit organizations as well

- Local healthy lunch delivery
- Community Supported Agriculture (CSA) Program
- Local Fitness Centers

Consider serving on community health-focused committees, which increases contacts and future opportunities.



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## Awards and Recognition

Wellness workplace awards can increase employee morale and strengthen your Wellness program.

Can be used as a recruitment tool to attract employee talent.

Improve brand image for organization

Awards Kimball International has pursued:

- Indiana Wellness Council Achieve Well
- American Heart Association Fit Friendly (now Workplace Health Achievement)
- Pursuing Fit Well

Wellness Recognition and Awards for employees in their health pursuits. Shows employees they are the greatest asset.



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## Wellness Council

Representation of three Brands within organization along with Corporate representation

- Serves as advisory and communication channel to promote and implement Wellness initiatives within the organization
- Comprises individuals in and outside of Human Resources
- Creation of Wellness Branding and website. Employees can access the Wellness site from our central employee portal.
- Special projects:
  - Coordination and Sponsorship of annual 5K/Half-Marathon/Team challenge
  - Coordination and Sponsorship of annual Wellness Fair
  - Review and development of Wellness strategies tied to healthcare outcomes

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## Next Steps....

Continue the shift in design of wellness initiatives to focus upon Kimball's major healthcare utilization areas while preserving our growing "Culture of Wellness".

Find ways to tie Organizational Development and personal growth into employee health.

Volunteerism

Continue to facilitate opportunities between environment supports and health

Develop testimonials/stories communications.

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## Questions for the group

Should companies treat wellness like any other business initiative?  
How can wellness programs not be a “check in the box” completion initiative?

How have you organically grown your wellness program?

What grassroots initiatives have you seen originate from your employee population?

Are there other low-cost options you have seen success with in your organization?

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