

Promoting Wellness – Providing a Fitness Program

The annual loss to North American companies that promote “all work and no play” is no laughing matter. Losses accumulate from worker absenteeism. Workers tend not to produce as well and to turn over more. In these increasingly difficult times, what company can afford to ignore such financial losses?

Encouraging fitness does not require exorbitant renovation or high cost programs. Work with what you have. Here are some fun alternatives to help encourage fitness at your worksite:



- Set up a boardroom or cafeteria to be used for lunchtime or end of the day stretching, aerobic or yoga classes.
- Clear an unused room and set up compact weight or exercise equipment.
- Install bicycle racks and encourage workers to cycle to work.
- Start a stair walking campaign.
- Encourage lunchtime walking.
- Create a jogging club.
- Try to subsidize employee membership to a nearby health club. This requires no office space to be given up, and the only development time required would be negotiating a corporate fee for interested workers.

A common misconception about fitness programs is that they take too much time. It takes as little as 20 minutes every day or 30 minutes three times a week for effective aerobic activity. Fitting aerobic programs into workers’ schedules takes effort but it is worthwhile. Providing a range of times for workers to exercise before, during and after work can help. For example, schedule several aerobic classes over the lunch hours, not just one. Open on-site work-out areas before work for early risers and keep them open later for workers who prefer after hours exercise. Give workers flexibility if you want them to participate.

First Sun organizational consultants are available to assist with this and other subjects that could affect your workplace. Just give us a call, toll free at **800-968-8143** or in Greater Columbia at **803-376-2668**.

For more information on this and other topics, please visit our website at: www.firstsuneap.com.