



**Integrating Wellness
Course Syllabus**

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Certificate of Completion for 15 “strategic” of Recertification hours

A) Course Description: Employers of all sizes are always looking for ways to reduce the costs associated with healthcare, absenteeism, injuries, worker's compensation claims, insurance claims, and/or poor morale. More and more companies are looking at what they can do now to keep their healthcare coverage from falling under the "Cadillac" category. The reality, 40% health related issues are preventable and savvy employers are bringing wellness back to the table. Come join this class and we will challenge you to design an integrated wellness program that attracts and motivates employees to embrace safe work ethics and take on a healthy lifestyle of exercising, eating right, and more. Ultimately, a safe and healthy workforce will reduce high absenteeism, injuries, high worker's comp claims, and high insurance claims and will increase morale..

B) Course Objectives: The objective of this course is to provide students an opportunity to simulate the process of integrating wellness into the corporate culture and infrastructures.

C) Student Expectations: Participants are expected to attend each class session. If you are unable to make a session, you are expected to make arrangements with the instructor to make up the course content. Participants are also expected to complete and turn in all of the application exercises and participate in class activities.

D) Students will receive a certificate of completion for successful completion of the course.

Class participation:

- Evidence of careful preparation and oral presentation of class members.
- Clarity and conciseness of recommendations.
- Strong and convincing quantitative and qualitative analysis and support recommendations.

E) Text and/or Required Reading List:

Close, 2012, Strategic Solutions Toolkit, Snow Creek Publishing

Course Outline

Date	Topic	Assignment (To be completed before the next session)
Session 1	The process of identifying and creating buy-in for the true potential of an integrated wellness culture. Explore and articulate the challenges that must be overcome.	
Session 2	Develop a “Human Centered Culture, Establishing how leadership and management will demonstrate commitment and engagement.	Due: State of Wellness in student’s organization
Session 3	Establishing clear principles identify the relevant systems that can be melded with wellness. Techniques for establishing metrics that are appropriate and defensible	
Session 4	Identifying key motivators that will best serve the organization and employees	
Session 5	Involving employees in the design and implementation	Due: Plan to integrate wellness in student’s organization