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Business Wellness

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How valuable is your business?

Do you know the latest discoveries that spur employees or managers to greatness?

There is a reason that top corporations send their executives to executive coaches and leadership training. Coaching provides a customized approach which listens to the executive or employee – and assists the company to create its own solutions based on its needs and values.

Business Wellness can mean two things:

1. The health of the business itself
2. The health of the people within the company

Learn how improvements in each can improve your business's output in these challenging times.

Workers' health may mean the difference for your bottom line.

If the employees are in poor health, stress, or poor self-management, you could be losing money through higher insurance claims, absenteeism, and lower productivity. Conversely, employees with quality work/life balance, good communications with other company personnel, an opportunity to air personal and work issues, are more productive -- and help the company succeed.

Coaching assists employees and management in making behavior and workplace improvements for the physical and emotional health of the employees, and the health of the relationships inside the company. *Wellness improvements improve productivity: productivity improves profits.*

Healthy workplace + healthy employees = healthy business

Employers spend money to promote company-wide one-day health fairs, but if an employee has a

health or motivation issue *and no action is taken*, the company actually loses money. However, this trend can be reversed with coaching: **coaching provides each individual with an opportunity to address the problems** in his or her own life, wither through individual or group coaching. Stress, physical and social problems can be reduced or eliminated altogether - thus improving the lives of the people and the company.

Insurance costs are rising, and companies need to prove to the insurance companies that the health of their employees is protected. Ultimately, these costs can be offset by helping the employees live and work better.

Productive executives

In addition, **coached executives** are able to implement *health or productivity improvements* that can beneficially influence employees. Executives are not immune to the mind-blocks, stress, and unhealthy behaviors that affect their staff; however their own improvements are *role-modeling*. In addition, more productive executives will more efficiently serve the company – which, again, improves the corporate bottom-line.

Coaching shows ROI (return on investment)

The return on investment (ROI) is high when employees are given opportunities for health, stress-reduction, and overcoming obstacles. Every dollar invested on worksite wellness and/or employee satisfaction is returned to the corporation through:

- increased work output due to mentally and physically healthy staff
- improved productivity of executive staff as well as other employees
- less absenteeism due to illness or stress-related issues
- reduced depression due to better problem-solving abilities
- improved health and personal morale
- improved corporate [workplace] morale
- lower yearly medical costs for insurance claims
- decreased insurance premiums due to well-workplace efforts

Here are several reports regarding ROI and engaged workplaces:

- [The Gallup Organization discusses the correlation](#) between treating employees well and the increased profitability and productivity.
- Prevent.org discusses ROI numbers
- [Prevent.org: ROI whitepaper](#)
- WELCOA is a national organization for well-workplaces. [Their published report on Wellness Coaches is available for download.](#)

"Behavior change is more complex than just telling someone to behave differently or handing them a pamphlet." Dr. Kristin Vickers, PhD, on [why lifestyle coaching works](#).

Coaching empowers the EMPLOYEE to

- Develop a fitness and health vision that encompasses all aspects of physical and emotional well-being: physique goals, energy goals, stress-reduction goals.
- Make long-lasting changes and reach a higher level of fitness, health and wellness
- Finds strategies to deal with employees' unique challenges
- Asks the employee to do more than he/she may have done on his/her own
- Helps the employee focus better in order to produce results more quickly
- Make sense of the confusing media hype about nutrition and/or exercise

- Provides the employee with the comprehension, support, and structure to accomplish more than before coaching began

Coaching empowers MANAGEMENT to:

- Understand the correlation between employee stress, workload, health options, and their impact on business productivity
- Focus on solutions instead of obstacles
- Create productivity improvements within the executive staff
- Effectively implement new projects due to improved goal-setting methods.
- Develop long-lasting changes in company policies for productivity

Reduce insurance costs by healthy changes:

- Overall healthier eating habits
- Healthy weight reduction
- Stress management
- Improved time management
- Better fitness scheduling
- Improved body composition towards fitness
- More energy
- Better self-talk and less depression will improve business to the highest degree

Outstanding improvements for your “core”: your staff.

Lauren Muney's individual, seminars, or group coaching can emphasize:

- Positive behaviors for lifestyle changes in diet, nutrition and exercise
- Positive changes in employee business/work -life
- Elimination of unhealthy behaviors such as smoking, poor dietary choices, stress mismanagement, "awareness"/"mindfulness"
- Goal-oriented, communicative behavior
- Effective project fulfillment

The result is more empowered, confident, healthy energetic executive, employee (and team) who is ready to tackle the more difficult behavioral changes and reach goals. Any plan is adjusted as needed to best address the changing needs of the employee and to encourage better self-management.

Workplace Productivity Solutions

While employees have a responsibility to follow-up on their own health, employers have a responsibility to create a healthy atmosphere which will **facilitate business productivity for better profit**. This productive work atmosphere may include:

- fitness solutions
- improved methods for conducting meetings
- improved communication processes
- in-house mentoring, coaching, or mediation for workplace problems
- lunchtime seminars on many topics
- healthy snacks in vending machines or cafeterias

- flexible work schedules (also called "Results Oriented Workplace")
- improved workstations
- telecommuting opportunities
- and other proven productivity methods.

Solve the *sources* of the problem - improve your business.

The solution is to work from a "systems dynamics" method: the relationships among a system's parts, rather than the parts themselves. Coaching can assist in productivity on a very high level.

Lauren Muney's services include:

- Consultations
- Executive coaching
- Training employees for peer mentoring
- Working with management on new ideas and resources
- Telephone coaching
- In-person meetings or group facilitation
- Online support
- Educational materials for mailings
- Newsletters
- Presentations
- White papers
- Leading seminars and workshops for managers, employers, and employees in a variety of topics

[CONTACT LAUREN MUNEY](#) to identify the needs of your executives and employees - to begin a corporate coaching program now.

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