



Home Health United

Corporate Office: Madison | **Employees:** 492

Employees Participating in Wellness Program: 125

Success Story: Employee Impact

Employee Success

Home Health United's (HHU) wellness program includes a walking program that has encouraged many employees to be more active. The program started by requiring participating employees to maintain a walking log for eight weeks. All employees who walked a minimum of two days per week totaling at least 60 minutes per week for the entire period were entered into a drawing for prizes. One participating employee, Nancy Hoenisch, now walks during every break and at lunch. She began slowly on her 1.5 mile routine, but has now cut her time in half by increasing her pace. In addition, Nancy performs exercises at her desk that she learned from HHU's Ergonomic Specialist.

Another employee, Anita Fernandez, decided to change her lifestyle after experiencing what appeared to be heart attack symptoms. She joined HHU's employee walking program and immediately felt encouraged and motivated by co-workers who were also taking up the challenge.

Program Success

Both Nancy and Anita have lost weight since committing to HHU's walking program and report a decrease in negative symptoms accompanied by improved stamina and better sleeping. Anita now encourages her co-workers to follow her example and take steps to get healthy. Many employees like Anita and Nancy have committed to reaching health goals and staying active in HHU's wellness program.

Overcoming Challenges

HHU faced a number of challenges when implementing wellness programs, including the fact that the organization has multiple locations and the majority of its workforce travels. The HHU wellness committee is dedicated to creating programs that are considerate of employee needs, and therefore began its walking program with attainable goals, regardless of fitness level. The committee started slowly, constantly evaluating employee response and participation. Because they received such positive response, the committee will be building on last year's success.

Wellness Program Components

- Wellness program includes a walking program and healthy vending options.
- Campus has been tobacco free since January 1, 2011.
- Employees receive wellness education through brown bag lunch events and monthly newsletter articles.
- Employees complete Health Risk Assessments.

“Those of us who work in cubicles need to get out mentally and physically. HHU's walking program serves this need and is convenient because it is available at work and is free.”

– Nancy Hoenisch, Home Health United Employee
