



Gympass

How to build a well nourished workforce and collect the benefits in the long haul

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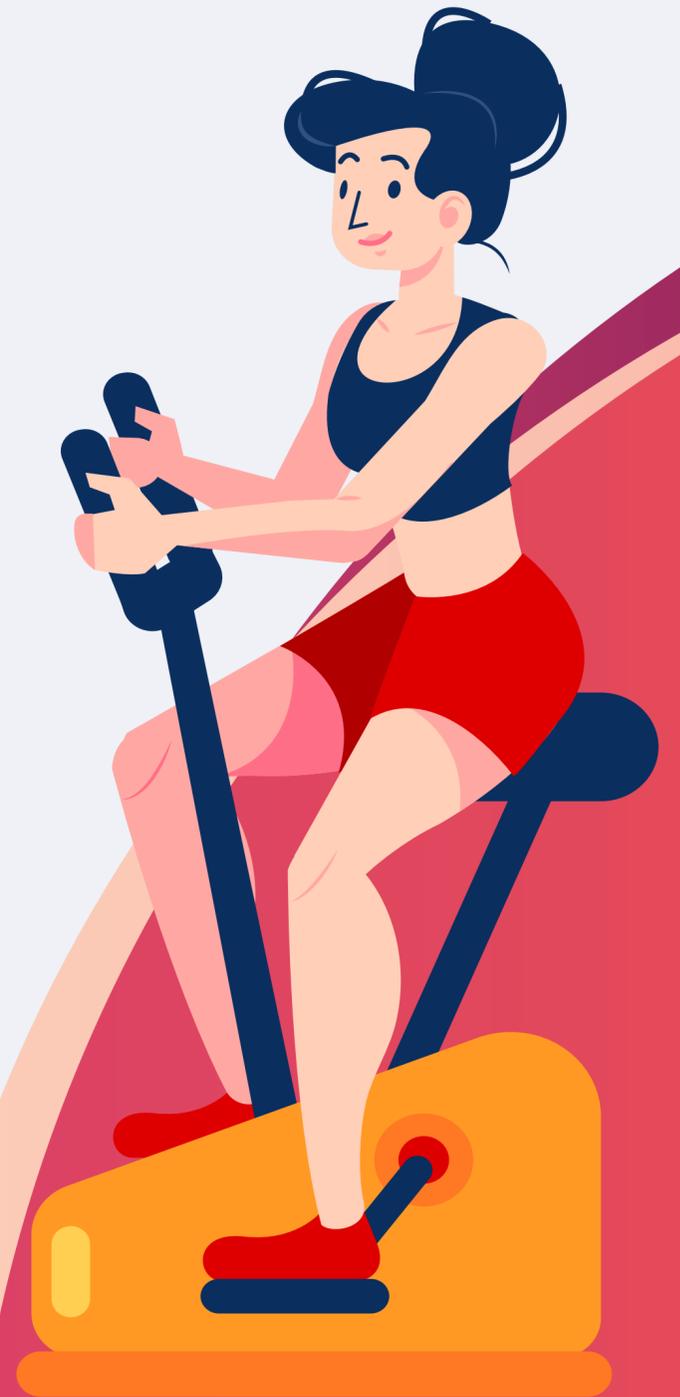
1. Introduction

Over the years, technological advances have transformed the workplace and led us to explore new ways of working as well as a [feeling of responsibility and autonomy](#) never experienced before.

Technology plays a crucial role in enabling the practice of flexible working practices adopted worldwide. The pandemic, however, has led to an increase in working hours, multitasking, and ultimately stress. As a result, the health and wellbeing of many employees have taken a back seat recently. Eating well, exercising and regular health check ups have often been difficult to prioritize, and it is now estimated that health issues will cost the global economy \$16 trillion by 2030, according to a new [Lancet Commission report](#).

Moreover, [there is evidence](#) that this oversight is also creating significant costs for individual organizations.

At this point, most leaders should consider reviewing their plans to grow and look at how they can begin investing in the health and wellbeing of their employees. Solutions such as the promotion of health programmes are capable of providing a significant return on investment in the form of productivity gains in the long term. It is crucial to understand the link between wellbeing, health and progress. With this ebook, our objective is to demonstrate the effectiveness of workplace health initiatives and present practical tips on how to implement solutions to improve the overall health and eating habits of your workforce.



2. Impacts of a health-driven work culture in the prevention of diseases

Recent [research](#) suggests that organisations that invest in the health of their workforce benefit from an increase in performance. There are a number of case studies that show that companies that value the wellbeing of their employees outperform their goals and are able to [deliver roughly three times the returns to shareholders](#).

Your culture, often described as “the way things are done around here”, is influenced by management style, workplace conditions, relationships, employee engagement and benefits. Prioritizing health-driven initiatives ensures that a company cares about it and facilitates the path so people achieve a shared goal of accomplishment.





An investment in the wellbeing of your employees has the potential to become a powerful edge your organization can build. By improving your organization's health and safety culture, you demonstrate to your workforce that you're dedicated to:

- ▶ Minimising risks and preventing injuries
- ▶ Reassessing benefit programs if needed
- ▶ Embracing different types of health needs
- ▶ Fostering a healthier and safer lifestyle and habits

The correlation between investing in the health of your workforce and the performance of your organization is more than just positive financial results. Here are a few additional benefits to consider:



- ▶ Around 80 percent of companies that took concrete actions witnessed an improvement in the overall health of their workforce.
- ▶ Companies that are just starting out are even more likely to make the biggest health advances, due to their ability to build momentum quickly.
- ▶ At the core of every effective wellness program is behaviour change. Health programs are good at helping people adopt and maintain better habits, and ultimately reduce the risk of chronic diseases which lowers the amount your organization has to spend on health care.
- ▶ Multiple studies have demonstrated the effectiveness of wellness programs to reduce the risk of cardiovascular illnesses and diseases. By providing your employees with support and guidance, they can learn and get accustomed to making healthier choices, exercise more often, and better manage stress.



- ▶ According to certain studies, wellness programs can significantly reduce health care costs meaning that for every dollar spent your organization can save \$3.27.

In some cases, low productivity can lead to employees being physically at work but not actually working, which is known as 'presenteeism'. It is estimated that the cost associated

- ▶ with presenteeism due to poor employee health is at least 2 to 3 times greater than direct health care expenses.
- ▶ Health programs can have a substantial impact on employee retention, and the benefits you offer employees will often play a pivotal role in keeping them engaged.
- ▶ A healthy workforce is very important in building and maintaining high employee morale. Healthy employees are likely to be more optimistic, resilient and more open to change within the company because they understand their employer values their wellbeing.

3. Creating a healthier workplace with the help of wellness and nutrition

Organizations should look beyond the likes of anxiety, burnout or stress when looking to understand the types of health challenges harming the performance and wellbeing of their workforce. Chronic diseases such as obesity, diabetes and high blood pressure are among the top concerns in the battle towards creating a healthy workforce.

Dealing with temporary health problems or injuries is part of any business; once the symptoms improve, life pretty much goes back to normal. But the same is not true for those who suffer from hypertension, high cholesterol, diabetes, arthritis, asthma or migraines. Once diagnosed, a person will have to learn how to live with the condition.





Chronic illnesses have accounted for 71% of global deaths before COVID-19, and these numbers are projected to remain high for many years to come. And this costs of billions of dollars turns into significant consequences to individual business and people all over the world.



Research shows that people with a chronic health condition should continue working. Work contributes to a person's general mental health as well as giving them a sense of purpose and responsibility.



Workers that act as carers for family members are often overlooked, requiring individuals to work out the best way to manage their situations with little support. For both individuals with chronic diseases or those who care for them, depression can often be a constant battle.



In the corporate world, the effects of chronic illnesses are undoubtedly significant. Still, there are several ways that you as a leader can help your employees to overcome and manage in the workplace.

Beyond medical support, which is indispensable for any employee diagnosed with a physical or mental disease, there are additional ways to help. One of the more simple and straightforward methods is to promote health through nutritional support. Providing safe and trustworthy information about food in your workplace is a way to improve your employee's health and performance significantly, given that nutrition can affect the health of organisation as much as it does with individuals.

According to the World Health Organization (WHO), adequate levels of nourishment can raise national productivity levels by 20 percent. Promoting education around nutrition in your workplace will encourage your employees to form better habits, and prevent deficiencies and feelings of lethargy. By providing training, tips and real food, your organization will precisely make the difference in the employee's lives and influences the ones around as well.

Main reasons to promote better nutritional habits in the workplace

- ▶ Improvement in health and wellbeing
- ▶ Reduction in workplace accidents
- ▶ Increase in employee retention
- ▶ Reduction of sick days
- ▶ Increase in productivity
- ▶ Improvement of morale

A complete [corporate wellness program](#) must also promote healthy nutritional habits in the workplace and the first step is to encourage people to treat food as more than just fuel for the body.

What we eat determines how our bodies function and nutrition directly affects our performance at work due to its impact on mental clarity and energy levels. It may sound obvious, but most people still struggle to make healthy decisions regarding their diet.

In general, unhealthy options are faster, cheaper and more easily accessible. The difficulty in deciding what to eat or having a very limited window for a meal, for example, can often lead to poor nutritional choices.

As a leader looking to increase productivity and performance in your workplace, know that making it easier for employees to make healthy decisions about food is essential. Here are some practical tips to support you:

- ▶ Count on the help of nutritionists and certified professionals is best to ensure that you can support your employees with a variety of issues.
- ▶ Encourage employees to stop eating at their desks and encourage them not to skip meals.
- ▶ If you offer food at your workplace, try to provide nutritious and healthy options such as salads, nuts, and healthy snacks.
- ▶ Supply not only fresh food but also health drink options for your employees to curb unhealthy hydration habits.
- ▶ Discourage the use of vending machines by offering nutritious food to everyone in the office through a partnership with local business, a common pantry or by developing a relationship with local street vendors who can provide healthier options.
- ▶ Consider replacing social gatherings, including happy hours with activities that bring people together to learn a new skill or hobby. This will typically attract more people and reinforce your organization's dedication to promoting a more active and healthy lifestyle.

Try to escape from mandatory measures and make it as comfortable as possible for people to embrace new habits voluntarily. Most importantly, understand that communication is vital in order to create change internally. The workplace can be the perfect place to encourage and educate people if everyone knows that sharing knowledge, new ideas and exchanging experiences is actively encouraged. Keep in mind though that incremental changes will always be more readily accepted rather than a radical overhaul.

4. Conclusion

A comprehensive and accessible health program improves not only employee health but also your organisation bottom line. It helps leaders and executives to create a better culture of health, boosting employee morale and improving their quality of life.

While it's clear that there are numerous benefits associated with investing in the health of your workforce, one of the most important is what it can do for your culture. Knowing that you're supporting your employees to be the healthiest version of themselves can make all the difference. Now is the time to start focusing on the health of your team and provide the guidance and resources for leaders at all levels to take part in new, healthier and better ways of working.

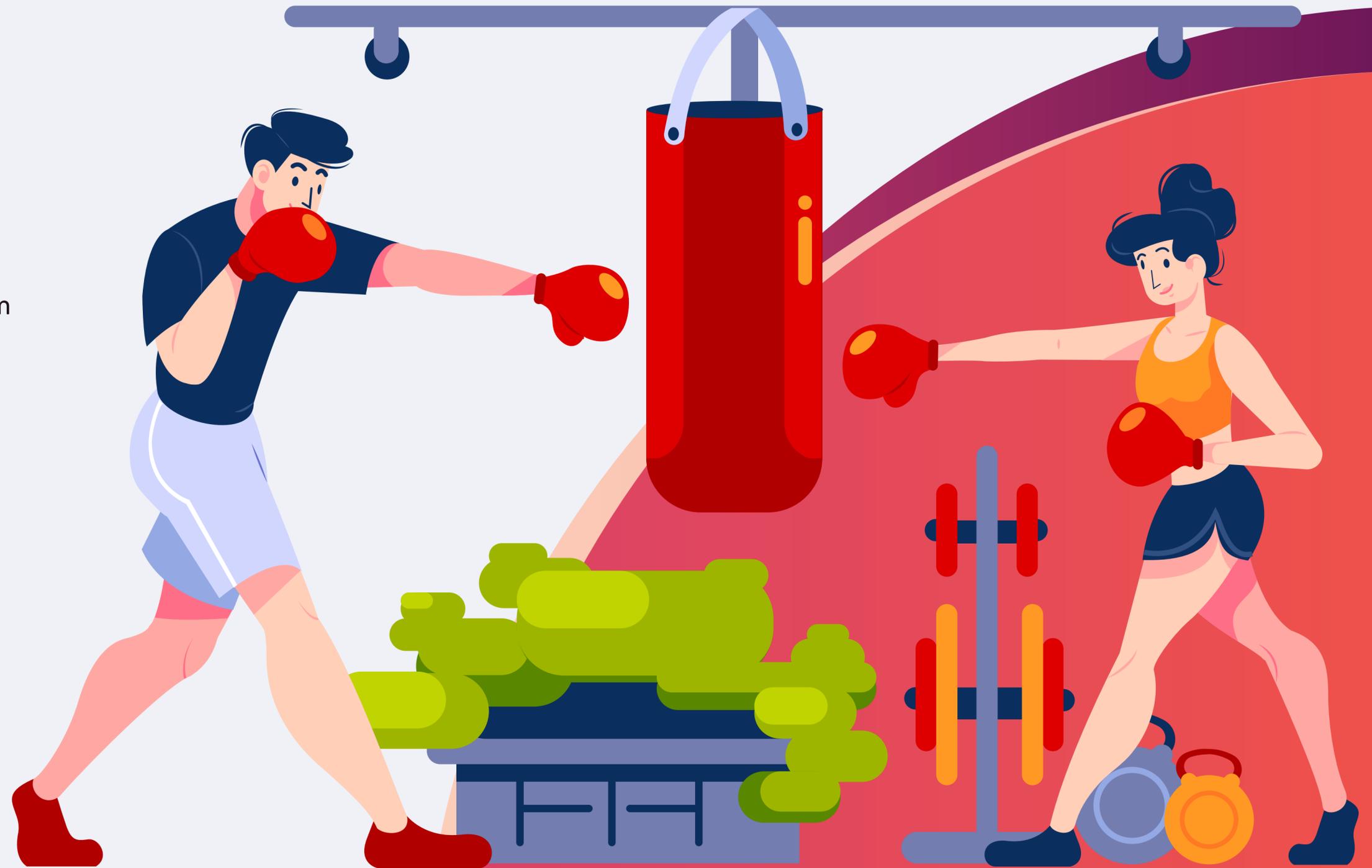


5. Learn More

Endorse healthier habits.
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