



WELL-BEING PROGRAMMES

FROM SOMA HEALTH



www.somahealth.co.uk



Most corporate wellbeing programmes have a simple objective - to provide staff with knowledge and motivation to make informed lifestyle choices that result in energy, enthusiasm and engagement in all areas of work and life.

A simple objective yes, but sometimes easier said than done, so to help you fast-track the success of wellbeing in your business, here are some tried and tested tips.

Below you will find Soma's 10 top tips for a successful well-being programme:

- 1 Have a strategy:** No serious business project will succeed completely without a clear strategy. Your wellbeing programme is no different. Spend time planning what you want to achieve with the programme, why you want these results, who you are targeting with specific initiatives and how you will monitor results.
- 2 Be creative:** Corporate wellbeing started with health insurance and gym memberships and now includes dance sessions, resilience workshops, martial arts classes, massages, health assessments and podiatry to name but a few. For your programme to be popular and be a success, always keep an open mind about what your staff might find most interesting and most beneficial.
- 3 Build a portfolio of initiatives:** Not every element of a wellbeing programme will ignite the passion of every individual in every business. The most effective wellbeing programmes are made up of a wide range of targeted initiatives with regular review of the portfolio to ensure that all initiatives are relevant and value for money.
- 4 Consistency is key:** Your wellbeing vision for the business needs to be understood throughout the organisation and wellbeing should be a consistent and ongoing feature of company culture. This is why you need a strategy. The strategy will dictate the content, tone and frequency of initiatives and communications. Regular initiatives that are well communicated will encourage maximum numbers of staff to get involved.
- 5 Tackle popular topics:** Most people have an interest in food and drink and how our consumption of various items affects our mood and performance. A company-wide healthy eating plan combined with some key messages targeted at specific audiences within your business will help staff make sense of the mass of nutritional information out there, and provide them with healthy eating ideas and strategies that they feel are relevant to them, their family and their professional commitments.
- 6 Make sure everyone has access to the resources they need, when they need them:** Some people procrastinate over making lifestyle changes for years, but when they decide the time is right, they want results immediately. Help employees take advantage of moments of motivation by ensuring you have a range of initiatives and resources available to tap into when they're ready and a clear process for them to access these resources.
- 7 Make use of technology:** Printed information still works for many people looking to make lifestyle changes but you also need to provide online resources in the form of text, audio and video clips so that all staff are able to access wellbeing resources in a format that suits their learning style and will also fit their schedule. Sometimes they might want to read full details of a specific element of wellbeing while at other times they just want to download a podcast or video they can play back later on the train for a quick burst of motivation.
- 8 Tap into social media:** If you can get staff talking positively about healthy lifestyle choices and the benefits associated with these, you can change the tone of conversations around the organisation and help individuals move away from finding reasons not to do what they know is right and instead strive to make the most of every opportunity to enhance their energy levels and performance. Social media and fitness, healthy eating and mindfulness Apps provide a great way for people to track progress, research information, and communicate with, support and motivate each other.
- 9 Keep people informed:** Communicate clearly about your programme keeping staff up to date with what's on offer and why people should take advantage of your initiatives. Even the most carefully planned wellbeing programme will have limited results if people are not aware of its existence or they are not clear on why they would want to participate.
- 10 Always aim for the biggest bang:** Plan initiatives that will really get people talking about wellbeing and excited about the programme you're offering. Remember, targeted initiatives may last for a few weeks or months but the results can live on for many years to come. The best wellbeing programmes have the potential to change lives forever.



Soma can help you achieve all of the above and has the following initiatives, to name but a few, to get you started. Choose one, or pick and mix depending on your organisational targets:

SOMA'S SMOOTHIE BIKE

A SMOOTHIE BIKE IS A GREAT ICE BREAKING ACTIVITY TO GET PEOPLE MOVING, LAUGHING & ENGAGED.

Focus On Exercise & Nutrition

Making a pedal powered smoothie is a light-hearted way to focus people's attention on exercise and nutrition.

Ice Breaker

Always guaranteed to raise a smile, a smoothie bike can act as a great ice breaker at any workplace health event.

Informative Staff

Our staff are always happy to inform on smoothie nutrition and the dietary benefits of the fruits we use in our recipes.



THE HEALTH MONITOR

Soma's monitors are fully automatic, medically approved health monitors. With audio visual instructions, the monitors are extremely user friendly.

Measuring height, weight, BMI, blood pressure and pulse, and giving a printed ticket for future reference. The cycle takes about 90 seconds.



WELL-BEING MEDICALS TARGETING GENERAL HEALTH

Option 1:

- BMI
- BP and Pulse
- LFT
- Cardiac Heart Disease – risk score
- Full blood count
- Cholesterol screening
- Diabetes screening

All of the above would be performed by a senior nurse. The appointment takes approximately 60 minutes. Once all the results are back in, the individual receives an information pack containing the results with appropriate health literature.



Option 2:

- BMI
- BP and Pulse
- LFT
- Cardiac Heart Disease – risk score
- Full blood count
- Cholesterol screening
- Diabetes screening
- Urinalysis
- Audiogram
- Vision test
- Resilience assessment
- Conducted by Physician
- MSD Assessment
- Breast examination (with nurse present)
- Testicular examination
- ECG

The appointment will be up to 120 minutes with the senior nurse and up to 60 minutes with the Physician. Once all the results are back in, the individual receives an information pack containing the results with appropriate health literature.

ON-SITE MASSAGE

On site massage therapies will improve team morale and productivity, reduce sick days and even save on recruitment costs.

Workplace treatments

Our body massage treatments are indispensable for screen-tied office workers, employees who are constantly on the go, drivers spending long hours at the wheel and people who stand throughout the day.

Treatments are delivered 'over clothing' and with the individual either seated at their office desk or using our portable massage chair – all you need is a chill out zone!

To ensure minimal disruption options range from workstation massage through to 15 or 20 minute therapies away from the desk.



NUTRITION

Research has shown that good nutrition can help lower the risk of many chronic diseases including heart disease, stroke, some cancers, diabetes, and osteoporosis. A workplace nutrition program encourages healthy eating among all employees, emphasizing fruits and vegetables and whole grain products; low fat dairy products, lean meats, poultry, fish, and legumes; and small amounts of salt, sugar, and saturated fat.

60 and 90-minute wellbeing & nutrition workshops include:

- Good mood food!
- A guide to healthy eating
- Boosting Brain Power: Sharpen Your Mind & Mood
- Snack Attack
- Running On Empty: Get Energised
- Healthy Heart
- Super Foods
- Food Labelling – help!



PHYSIOTHERAPY & POSTURE

It's called 'sitting disease'; an epidemic of back pain due to people sitting hunched over PC's, laptops, tablets and smartphones. It comes as no surprise that 4 out of 5 adults will experience back pain when 50-70% of us spend six hours seated. Recent studies show prolonged sitting increases the risk of heart disease by 147%, diabetes by 112%, obesity and musculoskeletal symptoms.

The sedentary nature of our jobs means that to improve posture and avoid injury we need to educate and provide your team with support strategies to change sitting habits and encourage exercise and movement.

Posture Workshops

Our speakers are qualified physiotherapists and nationally recognised as the best in their field. We want to educate your employees as to the importance of standing up and moving more, as well as detailing physical training sessions to build strength and avoid back pain.

Soma's 60-minute wellbeing and posture workshops include:

- Find Your Hour of Power: Early mornings of Exercise, Mindfulness and Breakfast
- Stand Up Get Moving: Combat Sitting Disease
- Back in Gear: For all those company car drivers who wish to take the pain out of driving, Soma offers realistic solutions to achieving good posture
- Feet First: On your feet all day? Learn basic techniques on chronic back pain and maintain the health of your feet
- Back to Basics: Dispel some of the myths and mysteries of back pain and learn how to effectively manage and maintain your spine
- Injury Management: Recognise the early signs of injury and learn how to control the problem and prevent the development of a chronic condition



STRESS MANAGEMENT

SOS Stamp out Stress

Soma provides practical solutions to minimise the impact of stress and promote positive mental health.

Stress related disorders, whether work-related or personal, encompass a broad array of conditions, including:

- Psychological disorders (e.g. depression, anxiety, post traumatic stress disorder)
- Emotional strain (e.g. dissatisfaction, fatigue, tension)
- Maladaptive behaviours (e.g. aggression, substance abuse)
- Cognitive Impairment (e.g. concentration and memory loss)

In turn, these conditions can lead to poor work performance, higher absenteeism, less work productivity or even injury. HSE figures show that stress has replaced back problems as the biggest cause of absenteeism, losing British industry billions per year.

Soma actively helps our clients to reduce and indeed, where possible, prevent stress and mental health conditions within your organisation. We achieve this by offering one or more of our various services, depending on our client's requirements:

- Stress and Mental Health Audits – 'Quality of Working Life'
- Training for Line Managers
- Resilience training for individuals or groups
- Mental health "well being days"

With workshops covering topics such as:

- Recognize warning signs of excessive stress at work
- Reduce job stress by taking care of yourself
- Reduce job stress by prioritizing and organizing
- Reduce job stress by improving emotional intelligence
- Reduce job stress by breaking bad habits
- Learn how managers or employers can reduce job stress








Mini Health Assessments

How often can you get the opportunity to stop and take stock of your health and wellbeing?

Our health assessments provide you with a basic set of test results to help you identify key health risks, supported with advice and guidance from our health advisor on achieving a healthier lifestyle.



NATIONAL MONTHLY CAMPAIGNS THAT SOMA CAN MANAGE OR HELP YOU EXECUTE

<p>1-31 January 2018 - Dry January</p>	<p>Dry January challenges you to go alcohol free for 31 days and aims to raise awareness of the effects of alcohol. Soma can run a campaign in relation to this topic, keeping your people safe and well over the festive period.</p>	
<p>February - Raynauds Awareness Month</p>	<p>We need you to continue to raise your hands and help increase awareness and understanding of Raynaud's and why it is important that everyone knows the signs and symptoms to look out for.</p>	
<p>March - Prostate Cancer Awareness Month</p>	<p>Prostate Cancer UK has a simple ambition – to stop men dying from prostate cancer. Through shifting the science over the next 10 years to focus on radical improvements in diagnosis, treatment, prevention, and support, we will stop prostate cancer being a killer.</p>	
<p>April - Bowel Cancer Awareness Month</p>	<p>Bowel cancer screening saves lives but at the moment in some areas of the UK only a third of those who receive a test in the post complete it. Thousands of people are missing out on the best way to detect bowel cancer early when it is easier to treat and there is the greatest chance of survival.</p>	
<p>7 April - World Health Day</p>	<p>World Health Day, celebrated on 7 April every year to mark the anniversary of the founding of the World Health Organization, provides us with a unique opportunity to mobilize action around a specific health topic of concern to people all over the world.</p>	
<p>May - National Walking Month</p>	<p>Our ambition is to get people of all generations to enjoy the benefits that this simple act brings and to ensure all our streets are fit for walking.</p>	
<p>11-17 June - Diabetes Awareness Week</p>	<p>Diabetes Week is an annual highlight in the Diabetes UK calendar. It's a time when we bring our supporters together to raise awareness of the condition, and vital funds for our work.</p>	
<p>July - Sarcoma Awareness Week</p>	<p>Our Sarcoma Awareness Week ties in with the international sarcoma awareness month in July. There are many ways in which you can get involved whether you're a patient, carer, family, friend or supporter - there is something for everybody. Meet the Support Line team at a sarcoma specialist centre near you; listen to the Sarcoma UK Podcast series; or register as a host for The Big Picnic.</p>	