

# Northwestern Health Unit



## Series 3 – Nutrition in the Workplace

### Part C: Steps to Planning and Implementing Nutrition Programs in the Workplace



# Audio and PPT



This presentation is part # of a series by the Northwestern Health Unit.

Should you choose, an audio presentation accompanies these slides. Please follow along.



# Nutrition in the Workplace

The overall purpose of this presentation is to learn how to incorporate nutrition into workplace wellness programs.



# Discussion Topics

- Different approaches to promoting nutrition in the workplace
- Steps to promoting and implementing nutrition in the workplace

# Different Approaches to Promoting Nutrition in the Workplace



Did you know people learn in different ways?





# Learning Styles

There are 3 basic learning styles:

1. Auditory – hearing the information
2. Visual – seeing the information
3. Kinesthetic –Tactile – touching, participation

# Learning Styles

## 1. Auditory

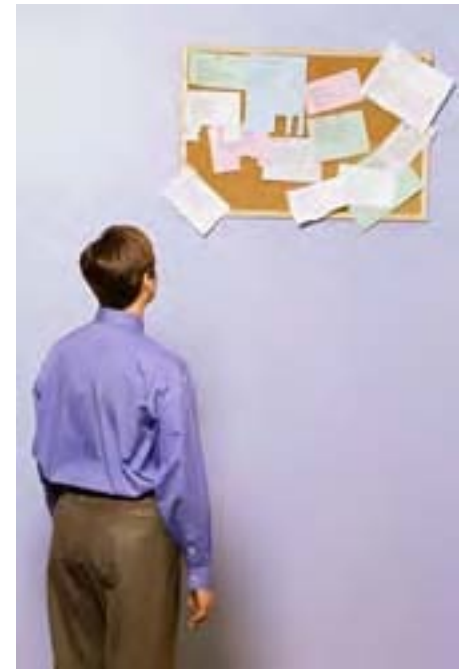
- Get a guest speaker to speak about healthy eating and overall wellness (e.g. contact a dietitian to give a presentation based on the needs of your employees)



# Learning Styles

## 2. Visual

- Post healthy eating flyers & pamphlets in high traffic areas (e.g. water fountains, coffee areas, elevators, stairwells)



# Learning Styles

## 3. Kinesthetic – Tactile

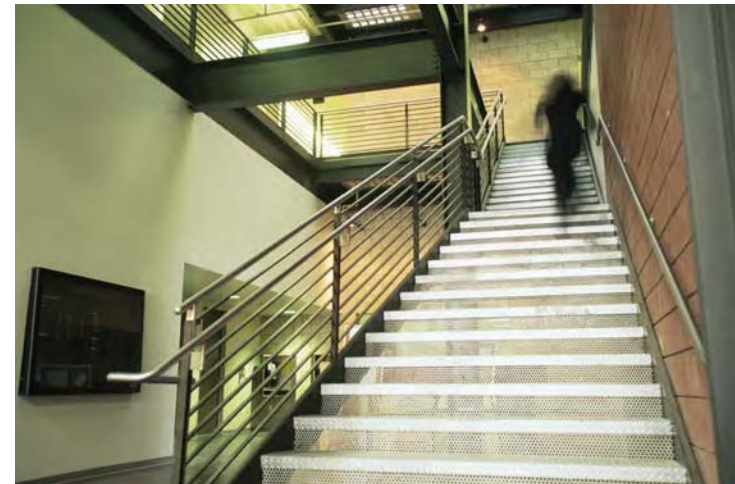
- Plan a hands-on workshop about healthy eating (e.g. simple and easy breakfast ideas, how to eat healthy while on the go)



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# Steps to Promoting and Implementing Nutrition in the Workplace





# Getting Started...

## The 7 Key Steps:

Step 1: Make the decision to include nutrition in the workplace

Step 2: Incorporate nutrition into the “Workplace Wellness Team”

Step 3: Describe the needs of the workplace



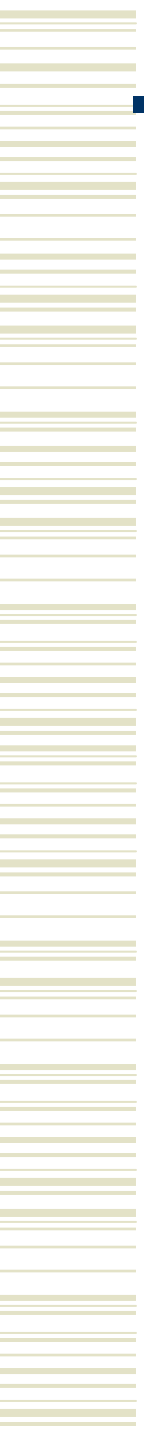
# Getting Started...

Step 4: Plan a nutrition program

Step 5: Develop and implement an action plan

Step 6: Evaluate your success

Step 7: Keep it going!



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# Step 1: Make the decision to include nutrition in the workplace

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- Identify various stakeholders and partners
- Raise awareness and promote the value of nutrition in the workplace
- Get support and commitment of the top-level decision maker





## **Step 2:** Incorporate nutrition into the “Workplace Wellness Team”



If you currently do not have a “Workplace Wellness” Team” see [Series 1: Part B – 8 Key Steps to a Healthy Workplace](#)

## Incorporate nutrition into the “Workplace Wellness Team”

- An ideal team size is five to ten people
- Meetings should be supported by management and held during work hours
- Team members should include representation and involvement from employees of various departments





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## Incorporate nutrition into the “Workplace Wellness Team”

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### The role of the nutrition team could include:

- Securing employer/management support
- Making decisions about the types of nutrition activities/programs offered
- Identifying resources needed to run the nutrition program



## Incorporate nutrition into the “Workplace Wellness Team”



- Identifying potential barriers, challenges, and solutions
- Identifying external partners required to support initiatives
- Designing, implementing, monitoring and evaluating the nutrition program

## Step 3: Describe the needs of the workplace

- Find out what your workplace needs are:

- surveys
- interviews
- focus groups



## Step 4: Plan a nutrition program

- Determine a nutrition program that best meets the interests and needs of everyone in your workplace



## Plan a nutrition program

- For best results, choose or design a program that employs a combination of the following 4 health promotion components:

- awareness raising/education
- skill building
- environmental support
- policy development

# Step 5: Develop and implement an action plan

- Develop an action plan that outlines:
  - specific activities
  - resources required
  - timelines
  - expected results
  - evaluation
  - ideas for sustaining the program (objectives)



## Develop and implement an action plan

- When setting objectives, keep in mind that objectives should be SMART:
  - **S**pecific
  - **M**easurable
  - **A**chievable
  - **R**ealistic
  - **T**ime-bound





## Step 6: Evaluate your success

- Revise the action plan as needed based on:
  - ongoing employee feedback
  - changes in timing
  - changes in available resources and evaluation



## Evaluate your success

### Why is evaluation important?

- to collect evidence about the effectiveness/ impact of a program
- to assess the efficiency of the program
- to identify ways to improve the program

# Step 7: Keep it going!

Keep the momentum going by...

continually communicating with, educating,  
and encouraging your workplace!



# For Further Information...

on the 7 key steps to promoting and implementing nutrition in the workplace check out the:

[Guide to Nutrition Promotion in the Workplace](#)

It can be found at:

<http://action.web.ca/home/nutritio/attach/Nut%20Promo%20Guide.pdf>



# References



Sources used to complete this presentation include:

- Child and Family Canada. Understanding Learning Styles. Canadian Childcare Federation. 2000.
- Guide to Nutrition Promotion in the Workplace. Nutrition Resource Centre. Ontario Public Health Association. 2002.
- County of Lambton Community Health Services. A Guide to Healthy Living at Work. September 2004.