

47 IMPACTFUL WELLNESS IDEAS



WELLNESS BASED TEAM BUILDING



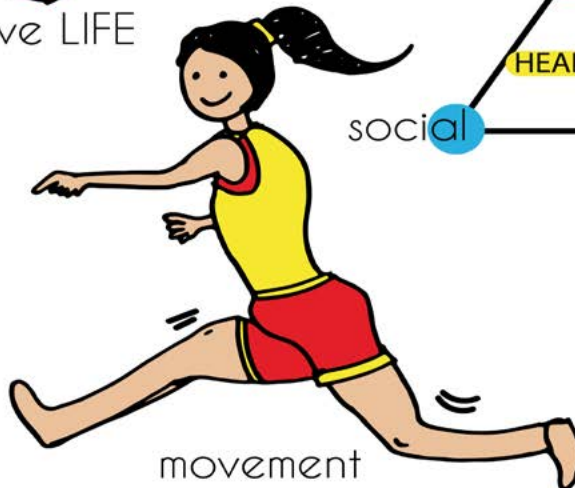
high morale
optimum
productivity



love LIFE



breathing & meditation



movement



water



We are Facilitators for organizations that believe in the power of people. Teams that work in harmony, trust each other, and end up outdoing themselves, every day.

We believe that engagement is a pre-requisite for all learning to happen – both in the real and in the virtual world. And engagement can happen equally well in the virtual world too!

We are a restless bunch of ordinary people, united by an uncommon passion to stage WOW workshop learning experiences – regardless of where we run them – on-site or online! What unites us together as a team is a shared belief in the FocusU way of living.



EMPLOYEE WELLNESS PROGRAMS

Health is a state of body, Wellness is a state of being. - J.Stanford

The key to having a successful corporate wellness program is by encouraging overall wellbeing while still keeping it fun. If you can't get your team engaged then your wellness program ideas will quickly lose steam.

Here is a list of 47 employee wellness program ideas that you can easily implement at your office. Whether you're a small startup or large corporation, there's bound to be something here that will fit for your organization.

They are broadly categorized under 7 headings:



Nutrition and general health



Rejuvenation



Productivity



Just for fun



Physical and fitness activity



Mental health & personal growth



Fun challenges and contests

We have also organised it into 3 categories:

- What you can implement easily by yourself. Most of the ideas are in this category (DIY)
- Ones which we can help you organise. Some of the ideas are in this category (WH)
- Ones which we can conduct for you. A few of the ideas are in this category (FocusU)



DIY



WH



FocusU



NUTRITION & GENERAL HEALTH

1. Create a team healthy food cookbook ●

Ask employees to share their favourite healthy recipes. Compile the best ones into a collection and share around the office via a downloadable document in email or a simple printed booklet.

2. Bring in an expert chef ●

Hire an expert chef who specializes in healthy food to run a virtual cook-along demonstration with your team.

3. Debunk the common healthy eating myths ●

There's a lot of myths surrounding healthy eating. This article by [Healthline](#) does a great job of addressing some of the most common nutrition mistakes that you can share with your team.

4. Publish a workplace wellness newsletter ●

Start a fortnightly newsletter highlighting the best fitness, nutrition and educational content from around the world. Setup google alerts for "fitness", "nutrition" and "wellness education" and select "only the best results". Compile the best articles each fortnight into one email and send out for your employees to enjoy.

5. Bring in an expert nutritionist ●

Bring in a specialist who offers guidance on healthy nutritional habits, and more importantly, can give people a roadmap to improved health.

6. Hold a virtual health mela ●

Set up a date, build the buzz and invite vendors who can showcase varied methods towards wellness through fitness, dancing, mandala, meditation, tai chi or through talks about nutrition and wellness.

7. Incentivize stopping smoking ●

In a study conducted by The University of Pennsylvania School of Medicine and Wharton School, employees who were financially incentivized to quit smoking were 3 times more successful at ditching the habit than non-incentivized employees.

8. Post tips for relieving back pain and eye strain ●

Sitting at a desk staring at a computer for hours on end is the fast track to back pain and eye strain. Share [this infographic](#) for better posture and [this one](#) for reducing eye strain on your company's intranet.



PRODUCTIVITY

9. Create flexible work hours ●

Some of us are owls who like to work late into the night, while some of us are larks who like to get up and start early in the day. Kick the habit of mandated working hours (i.e. 9am – 5pm with a half hour for lunch) and focus more on effectiveness. What matters most is the quality and effectiveness of someone's work.

10. Subsidize personal development books and courses ●

Nothing is more important than the personal and professional development of your employees. Offer a flat or percentage based subsidy for personal development books, seminars, and training courses. You can take inspiration from our [free books](#) policy.

11. 20% Time ●

Google used to offer "20% time", which allowed employees to take one day a week to work on side projects (provided it advanced Google in some way). The program led to the developments of Gmail, Google News and AdSense, so it could give your team some time to let their true creative genius shine.

12. No call tuesday ●

Zoom fatigue is very real and people are struggling with it. Any one day in a week, try and ban any non-urgent meetings, video catch-ups and disturbances for everyone. It will help everyone in the office dial down their stress level and be more productive in getting their work done early.



PHYSICAL AND FITNESS ACTIVITY

13. Subsidize wearable technology ●

Wearable technologies like FitBit can help people monitor their fitness levels, track their sleep, and challenge friends who also have the device. This can also inspire your team to start a virtual sports league!

14. Get everyone moving – body, mind & sole! ●

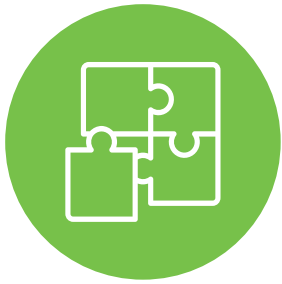
Working virtually can be very sapping – especially since we end up sitting hours on end. Get your team to do a challenge that gets their body moving, their minds ticking and their soles running... all within the confines of their home. [This is how](#) you can do it.

15. Start a virtual sports league ●

Encourage your team members to get started on fitness on a regular basis by starting a virtual sports league. Set out points as per amount of time the activity is done for and maintain a leader board. Friendly competition often gets everyone going.

16. Roll out a 21 day health Challenge ●

If you find it difficult to keep the virtual sports league going, inspire your team to fitness by running a [21 day health challenge](#). Why 21 days? Because that is the time we take to imbibe a new habit! Here is how one corporate team [did it](#).



FUN (CHALLENGES AND CONTESTS

17. The mile-a-day challenge ●

For 30 days, employees track how many days they ran at least 1 mile. The winner(s) at the end of the month gets a prize.

18. Healthy cooking contests ●

Set up a virtual [cook-off challenge](#). Have your team make their favourite healthy recipes and have a virtual lunch catch-up too! Here is how one team [did it](#).

19. The 7 hours of sleep challenge ●

For 30 days, employees track how many nights they slept at least 7 hours. The winner at the end of the month gets a prize.

20. The 8 glasses of water challenge ●

For 30 days, employees track how many days they drank at least 8 glasses of water (around 3-4 litres). The winner at the end of the month gets a prize.

21. Team treasure hunts ●

Break the monotony for the team by inviting them to a [virtual treasure hunt](#) set up in just about any city in the world. A great way for the team to bond too. Here is how one team [did it](#).

22. The biggest loser challenge ●

The people over at WiseStep offer a step-by-step plan on how throwing a successful Biggest Loser Challenge. Check it out [here](#). You may have to tweak a few things for the virtual world though.

23. The random acts of kindness challenge ●

Track random acts of kindness on a shared Google sheet. You can take inspiration on how to run it [out here](#). Or just call us and we will guide you.

24. Days of gratefulness challenge ●

Track 3 things you're grateful for everyday on a shared Google sheet for 21 days. Similar in execution to the one above.

25. The call an old friend challenge ●

Here's how it works: Phone a friend who you haven't spoken with in over a year. No texts or social media allowed. It has to be a phone call or a video call conversation to count. The person who calls the most "old friends" wins!



REJUVENATION

26. Encourage people to take a nappucino ●

The benefits of napping include improved creativity, productivity, and memory. A nappucino is a 20 minute break after taking a cup of coffee. More details [out here](#).

27. Dance like no one is watching ●

There is perhaps nothing more universal than the drive to move our bodies in sync with music. A few of us are bashful about dancing in public. But what safer space can there be than the safety of our own homes? Invite your team to a [virtual dancing experience](#).

28. Encourage employees to schedule break time hourly ●

Studies have shown that taking breaks is a good thing for our productivity, so encourage people to schedule a small 5-10 minute break every 90 minutes to rejuvenate and come back strong.

29. Consider 4 day work week ●

Four day work weeks are gaining increasing popularity around the world and the numbers are beginning to swing in its favour. Consider following this [increasing trend](#).

30. Dive into mandalas ●

Drawing and painting mandalas are a unique way for employees to discover the power of meditation, by bringing art, mindfulness and meditative practices together for a session of rejuvenation. This is [how we do it](#).



JUST FOR FUN

31. Organise a wine tasting event ●

[Wine tasting](#) over the years has become a social activity that is much liked and appreciated. While it takes participants into the exotic stories of wine, it also lends itself to easy banter. Why not organise one for your team and get everyone to let their hair down? Of course if you have people allergic to wine, you could choose to [go with mocktails](#) too!

32. Attire themed days of the week ●

Pick a day of the week for people to dress up in a certain theme or in a certain coloured dress only. Doing things just for the heck of it builds a different kind of bond in a team – and gets the laughs going.

33. Back to the future ●

Collect the photos of all your team members from when they were kids and get others in the team to guess “who-is-who” on a virtual call. It is a whole lot of fun and often triggers off interesting conversations from the past.

34. Promote laughter ●

Run a [laughter yoga](#) session for your team. It is far more hilarious and stress relieving than you can even imagine.

35. Company sponsored happy hours ●

Working hard deserves some playing

hard. Since you cannot take your team out for a Happy Hour, do the next best thing – ask people to bring their own drinks, but sponsor a fixed amount. Do this after a long workweek to help everyone unwind before the weekend.

36. Secret santa – but not only in christmas ●

Just like Secret Santa around Christmas, setup a gift exchange just for fun.

37. Appoint an employee wellness “commander” ●

Make it fun and hold an election every quarter, 6 months, or year where the whole office gets to vote on the new woman or man in charge.

38. Form a company band ●

Ask the musicians at the company to bring their instruments together and jam together – while the rest of you log in and enjoy the show!

39. Explore beat boxing with your team ●

Our vocal cords can make a variety of sounds that are constantly changing, depending on mood, energy and rhythm. Putting some of those sounds into a beat using one’s mouth, lips, tongue, and voice is the essence of beatboxing. And doing it together with your team can be great fun as you can see in the [videos here](#).



MENTAL HEALTH & PERSONAL GROWTH

40. Create a “hot seat” ritual ●

Unlike a typical hot seat though, this is for showering gratitude, accolades and thanks to the person in the hot seat. Do one in each of your weekly catch-ups.

41. Host your own virtual TED talks ●

Allow team members to present on a topic they are interested in (whether it's work related or not). Only one rule – 15 minutes per speaker.

42. Acknowledgement and gratefulness meeting at the end of the week ●

Schedule half an hour on Friday afternoon for the company to gather together and go around in a circle naming off another person's work they want to acknowledge and 1 thing they are grateful for that week.

43. Organize a book club ●

Reading interesting books allow employees to share ideas on a wide range of topics. Select a book each quarter and allow people to form small groups to read and review.

44. Ask people to create a vision board ●

Vision boards are a way for people to associate images with the things they want to achieve in life. Visions help

people find hope. Christine Kane breaks down [how to create a vision board](#) in 5 steps.

45. Bring in a guest speaker ●

Hire a speaker to come in and discuss a corporate wellness initiative like meditation, nutrition, exercise, or personal development. People are much more likely to buy-in when the advice comes from a professional. Consider people like [Simon Taufel](#) on Resilience or [RamG Vallath](#) on embracing a growth mindset.

46. Subsidize ongoing education ●

One of the best investments an organization can make is in the development of its people. Encourage people to seek ongoing education by subsidizing any classes they take that will help them grow in their position.

47. Sponsor a popular exercise or meditation app ●

Encourage employees to start using apps like [Calm](#) which would nudge them to start meditation on a regular basis by sponsoring the same for them.

Testimonials

Cipla

“The intervention that FocusU designed was brilliantly relevant for our Management offsite. It was even better in its flawless execution.”

Prabhir Jha, President & Global Chief People Officer, Cipla

NOVARTIS

“It has been a pleasure and fun to collaborate with Team FocusU which has always resulted in a WOW experience for my business team across levels coupled with a lot of learning and memories to cherish.”

Aarti Mudaliar, Manager HR, Oncology - Novartis



“I know I can never go wrong with FocusU when I wish to conduct an impactful session that leaves my team members energized and inspired.”

Akanksha Takyar, Associate Manager HR, Avery Dennison India



“Working with FocusU has been a pleasure. We have realised that there is a ‘FocusU’ way of working and one ends up experiencing Fun, Professionalism, Learning, Action, Achievement while achieving the outcomes of the workshop.”

Pooja Malhotra, Head HR, British Council Management Services Pvt Ltd.



“We have been thrilled to work with FocusU over the past three consecutive years in a row.”

Anoop Prakash, Managing Director, Harley Davidson



“It’s not about the content or activities. Those can be replicated by others. It’s what the FocusU team does with them which makes the experience so special.”

Tanmaya Vats, VP & Head, Pepsico GVIC



“Each activity that they conducted was done really-really well. A Ten star rating isn’t enough to summarize the value that they added to the participants who attended.”

Antony Titus, Head - Customer Service Development | DHL Express



“I have never received such overwhelmingly positive feedback from each and every participant before for any other program.”

Taslima Hasnat Jaigirder, HR Business Partner, Unilever Bangladesh



“I would like to thank FocusU team for putting up an excellent Sr. Management intervention using their Leadership Challenge construct. The team was full of energy throughout and had amazing coordination, making every single session a power packed one!!”

Shikha Verma, Senior Manager Yamaha Motor India

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About Us

FocusU Engage is one of India's leading names in the field of Learning & Engagement. The inspiration behind FocusU is a line from Walt Disney that says "Laughter is no enemy to learning". Customers today swear by the FocusU experience when it comes to workshops around a wide range of topics. We run around 600 interventions every year that touches the lives of 40000 people on an average.

We are a restless bunch of ordinary people, united by an uncommon passion to stage WOW workshop learning experiences. What binds us together as a team is a shared belief in a FocusU way of living that we call CHOPS. Read more: <https://focusu.com/focusu-culture/#values>

Our Mission as an organization is "To Inspire We before Me". Read more: <https://focusu.com/to-inspire-we-before-me/>

To know more about us, drop in at www.focusu.com

We are a very friendly bunch, so do feel free to reach out to us through:

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