



**Employee's health is
Company's health**

HealthWay is one of the first Italian Companies operating in the field of Corporate Wellness.

Healthway cooperates with companies, management and company owners in order to develop and execute an integrated system of initiatives directed to improve employees health and company's performances .

It is said that "**We are as we are born, but we become what we think, how we move and what we eat**"

Lifestyles are in fact definitely able to influence important elements that keep our life in good health. **Healthway**, in line with the **World Health Organization** (WHO) guidelines for **Workplace Health Promotion** (Global Framework for Healthy Workplaces), operates on the **three key areas** that are able to modify **lifestyles**, in synergy. The activity is focused either on the **prevention** of risks and costs associated with the "bad-health" and on the **reduction** of the events already in place.

For this reason HealthWay has created the **RAN Rule**:

A unique, global and interdisciplinary approach, that foresees the integration of a variety of competencies and tools in the three key areas of: **Relations**, **Physical Activity (adapted)** and **Nutrition**. The methodology acts on the entire biological system of each individual, particularly keeping in mind the environment where they act for most of the day: the **workplace** or the **work situation**



The employer plays a crucial role in this change process: he can either **create** or **remove** barriers to the lifestyle change of his **associates**.

Why promoting Health in the Workplace

Because is good for People (well-being) - employees will find inside the company some real opportunities to maintain or improve their health.

Because is good for the Company (wellness) - healthy employees will improve company productivity and competitiveness. All successful companies are promoting workplace health .

Therefore, a company who elects to promote health is:

- **Smart** - because protecting and improving employees' health is contributing to the company sustainability;
- **Respectful** - because companies are operating in the society thus they should have an ethic role and a social responsibility;
- **Compliant** - because companies will reduce legal disputes and improve their image, when they go beyond law requirements for occupational health, and are committed to promote workers' health.

The Value of Health - an investment with a guaranteed payback

The investment in employees' health and wellness creates value because it brings:



More

Productivity, competitiveness, sustainability, fidelity, talent attraction and retention, positive company image, employer brand, corporate social responsibility, legal compliance, savings, communication, customer satisfaction.

Present and creative employees, motivated, involved, healthy, satisfied.



Less

Absenteeism, presenteeism, illness , leave of absence, injuries, occupational diseases, unmanaged stress, legal risks, costs, involuntary turnover.

How to promote health in the workplace

HealthWay is the ideal partner, able to support the company in the design, creation, deployment and promotion of Corporate Wellness programs, bringing "health into the company".

The programs

Multiple levels, interactive and experiential paths, inside or outside the company.

Methodology: theoretical and practical learning, direct experience, feedback, Q&A, individual coaching. Delivery language: Italian or English

The services

Supporting companies to introduce, manage and maintain a culture of workplace health promotion for the benefit of employees and organization itself.

Methodology: Feasibility study, monitoring, communication plans and tools (for management, employees, unions,...), interviews and questionnaires.





Companies, as well as employees, are “unique”. HealthWay offers an approach to the wellness that is flexible, accessible, dynamic and educational; able to satisfy each company needs; with multiple level of deployment

Light corporate wellness:

A way to approach the Corporate Wellness world through a number of ready to go, low cost, standard paths.

Regular Corporate wellness:

Programs adapted to each company needs, integrated with services (assessment tests, monitoring, follow up , communication plans, supporting motivational material - fact sheets , posters, web messages).

Advanced Corporate wellness:

Individual or group plans tailored to the audience and company specifics, custom campaigns, corporate program deployment, reports to management and headquarters.

Continuous wellness:

Continuous evolution of HealthWay paths, in line with company strategy, for companies who are used to wellness, to ensure success and sustainability over time.

Corporate Wellness IN ACTION

Some examples of HealthWay's **RAN** programs and services

(contact us for more information: info@healthwaysrl.com)

Health Management integrated paths

(Feel better is good: health opportunities in your company; Health in your company - management program)

Performance Improvement integrated paths (Management at the top; Effective team building)

Physical activity adapted for business environments (Not Only Coffee Break; Active Lunch Break; Outdoor activities)

Stress Management (Do not disturb: conflict management at work; Be effective: motivational strategies and techniques; No stress ... Mindfulness; Searching for the "right balance" to improve sleep and metabolic functions).

Nutrition education paths (feeding our health; options for healthy catering, canteen and vending machines).

Organizational health

(Effective Communication; introduction to Change Management; Corporate Social Responsibility and Diversity & Inclusion, Effective Leadership).



More : ... Tobacco free programs; New Employees Health Orientation (NEHO); Non only Ergonomics, Active sitting; the Wellness corner; Family health; Individual paths; Physiotherapy and massages; Healthy travelers; Effective meetings; Riskless lap top, smart phones and tablets ...



HealthWay

Is the way that each one of us is aiming to pursue, the way that brings us to our good health and wellness.

HealthWay was founded by a group of four experts in the fields of health and Human Resources, that together have spent over 70 years in University and in companies.

They have a common wish and passion: bring people close to "healthy opportunities".

A team of Physicians, Nutritional therapists, Psychologists and Psychotherapists, graduated and experienced professionals in the area of Physical Activity and other experts, are today cooperating with HealthWay.

Learn more about "Corporate Wellness"

Contact us : info@healthwaysrl.com



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