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GUEST ARTICLE: BENEFIT CORPORATE WELLNESS



5 ELEMENTS FOR MERGING REMOTE, HYBRID, AND IN-PERSON WORK CULTURES

Employers have had to become adaptable to maintain a strong and flexible workforce during the pandemic. This has led many to seek strategies to promote worker well-being and merge a geographically diverse workforce. Using this period of change as an opportunity to create a workplace that better serves worker well-being can create a stronger and healthier workforce.

Bring your company together

Things may never be quite the same, but smart employers use every available resource to adapt and revamp their culture. Here are five principles of creating a unified workforce – regardless of where individual employees are located.

1. **Keep well-being a priority.** Employee health can serve as a springboard for change. Encouraging preventive screenings and annual primary care visits are a great start to engaging employees in their health, but to ensure health improvement, support is needed. Health coaching through BeneFIT Corporate WellnessSM provides that individualized boost of care needed to realize their wellness goals all while demonstrating that their employer is invested in their overall well-being.
2. **Engage employees in decision-making.** Be open about your desire to stay connected and invite opinions and interaction about what works best regarding projects, processes, and communication. Ensure employees feel they have the autonomy and ability to collaborate to get the job done.
3. **Promote emotional intelligence.** Today's world calls for empathetic leaders who understand the importance of a "psychologically safe" workplace, where employees can express themselves freely and comfortably ask for help if they need it. Offering long-term emotional support options such as an Employee Assistance Program (EAP) for improved mental well-being lets employees know their employer cares and allows them to access services and resources when needed.

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4. **Consider something engaging and fun.** Activities that mix leisure with work are good for team morale and bringing employees together. Individual and team-based wellness challenges provide connection as well as encouragement to improve health. They are easy to implement, promote teamwork, and are always a hit in or out of the office.
5. **Conduct Regular Check Ins.** Regular communication and contact are essential for unification. Utilize email, chats, phone calls, and video calls. Always ensure remote employees can raise questions, share ideas, and collaborate. If possible, schedule informal meetings where employees can engage in casual conversation surrounding topics unrelated to work.

Looking ahead with optimism

Rather than asking, “When will things return to normal,” it’s important for employers and employees to be resilient and say, “Let’s use this opportunity to create a new, better way of working.” As we evolve into diverse working arrangements, applying the principles of communication, empathy, involvement, well-being, and fun will become the transformational building blocks needed for cultural and structural change. The rewards are assured: a healthier, happier, more integrated workforce ready to move on with confidence and a renewed sense of purpose and loyalty.

For information on BENEFIT Corporate Wellness and where to find programs, visit www.populytics.com/contact-us.