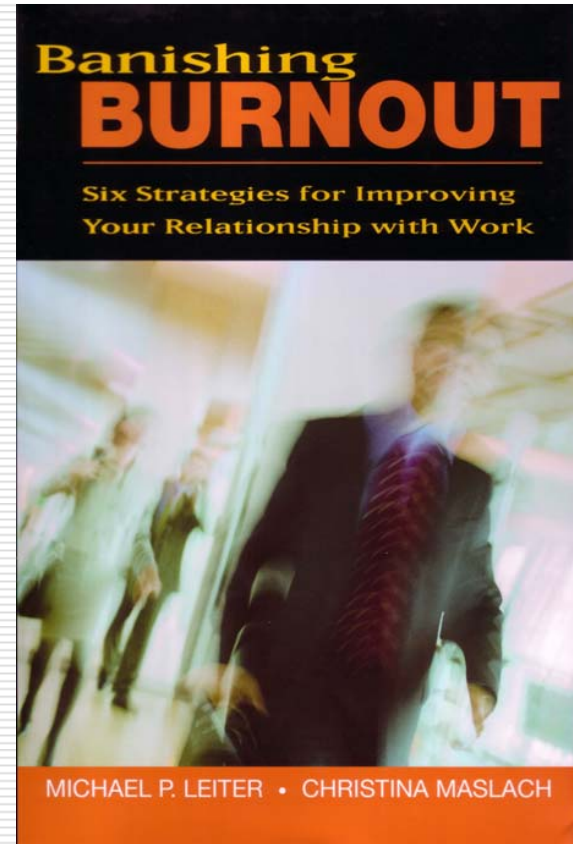
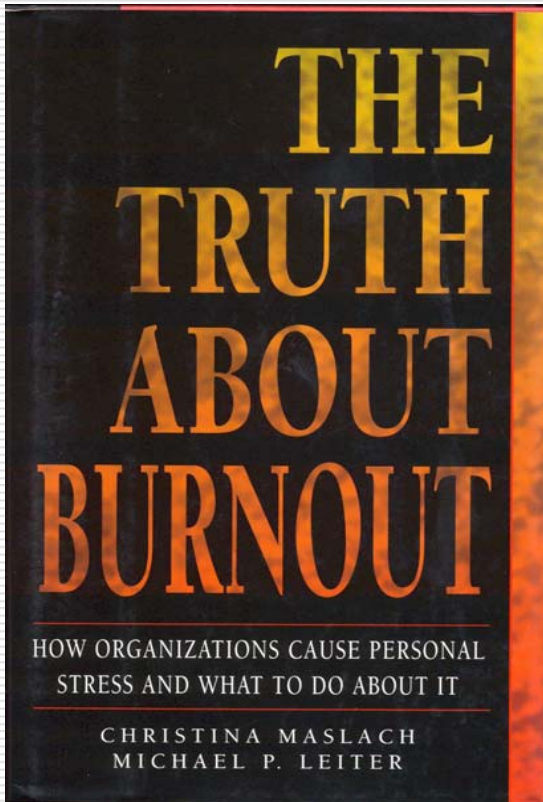


Conference Themes

Books



Van Schaik Bookstore will order for you

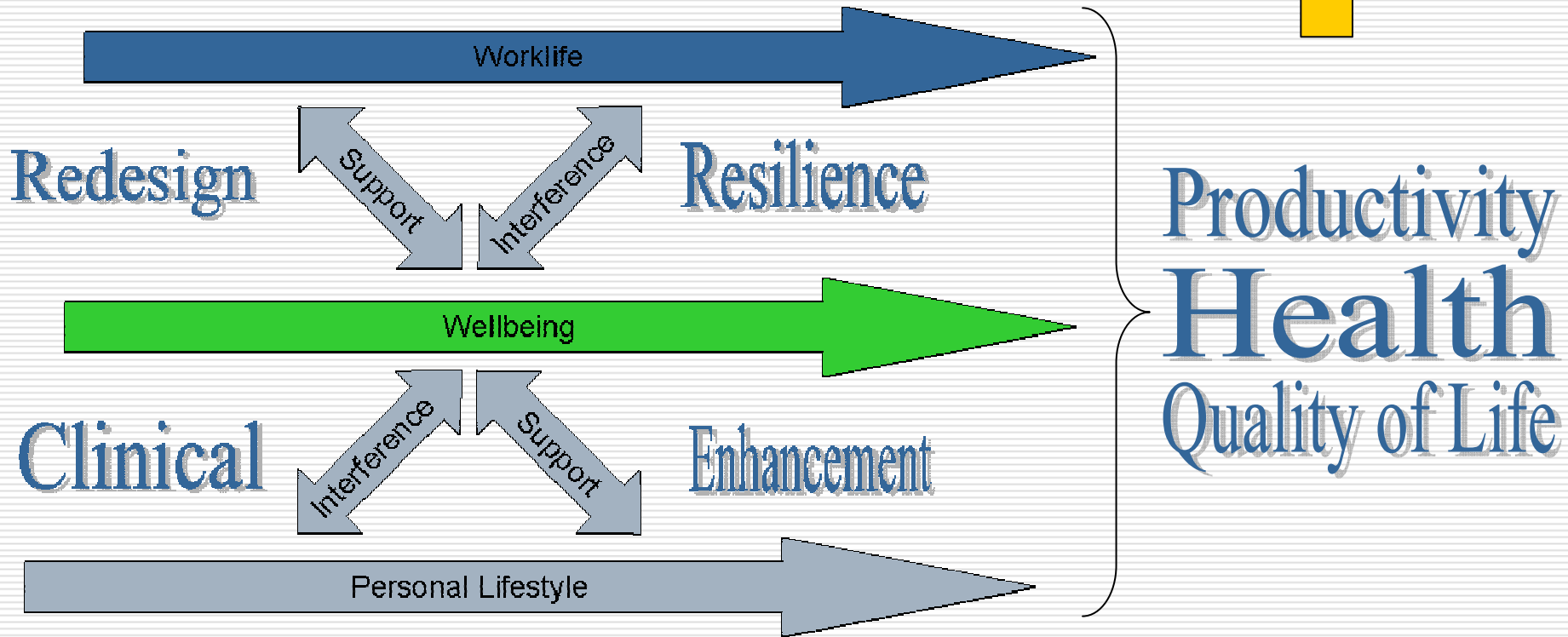
Shared Themes

- Energy
 - Needs and Services
 - Barriers
 - Trust
 - Assessment
 - Program management
 - Making the case
 - Building knowledge
-

Intervention Models

- Reactive
 - Life Stress
 - Work Stress, Burnout
 - Chronic Disease
 - Proactive
 - Wellness, health
 - Resilience
 - Radical
 - Workplace interventions
 - Community participation
-

Research



Energy & Wellbeing

- Precondition for productive, enjoyable work
 - Vulnerabilities
 - Illness
 - Over-Extended Effort
 - Discouragement
 - Maintenance
 - Recovery
 - Resilience
 - Pacing
-

Action

- Needs Assessment (Tracy Harper, Geyer)
 - Demographics
 - Expressed Needs
 - System Decisions
 - Range of Services (Careways Group)
 - Adapting Services to Employee's lifestyle, culture (Cotten)
 - BUT: Not Fully Used
-

Linking Wellbeing to Productivity

- Productivity
 - Poorly defined
 - Rarely measured
 - Individual, group, and organizational
 - Individual Carrying Strain
 - Lofty goals
 - Inadequate resources
 - Replaceable people
 - Asset Model
 - Maintaining asset
 - Recruitment and retention
-

Linking Needs to Services

- Sensemaking
 - Under-estimating risk (Liesel Dreyer)
 - Maintaining current behavior
 - Denial of Risk (Cotten)
 - HIV Diagnosis as valuable information
 - Potential to improve quality of life
 - Avoid wellness information (Botha)
 - Persuasion
 - Maintaining self esteem
 - Inspiring healthier behavior
 - Providing low risk services
-

Relationship: Leadership

□ First Line Managers

- Role in belongingness (Theo Verster)
- Manager health, modeling (PA Botha)

□ Management Role (Huysamen, Geyer)

- Assigning demands
- Providing resources
- Supporting dignity (du Plessis)

□ Leadership, Mentoring

- Emotional Support, Recognition (Huysamen, Cotten, Verster, du Plooy)
 - Promoting Services (Andre van Jaarsveld)
 - Stealth Learning (Van Niekerk)
-

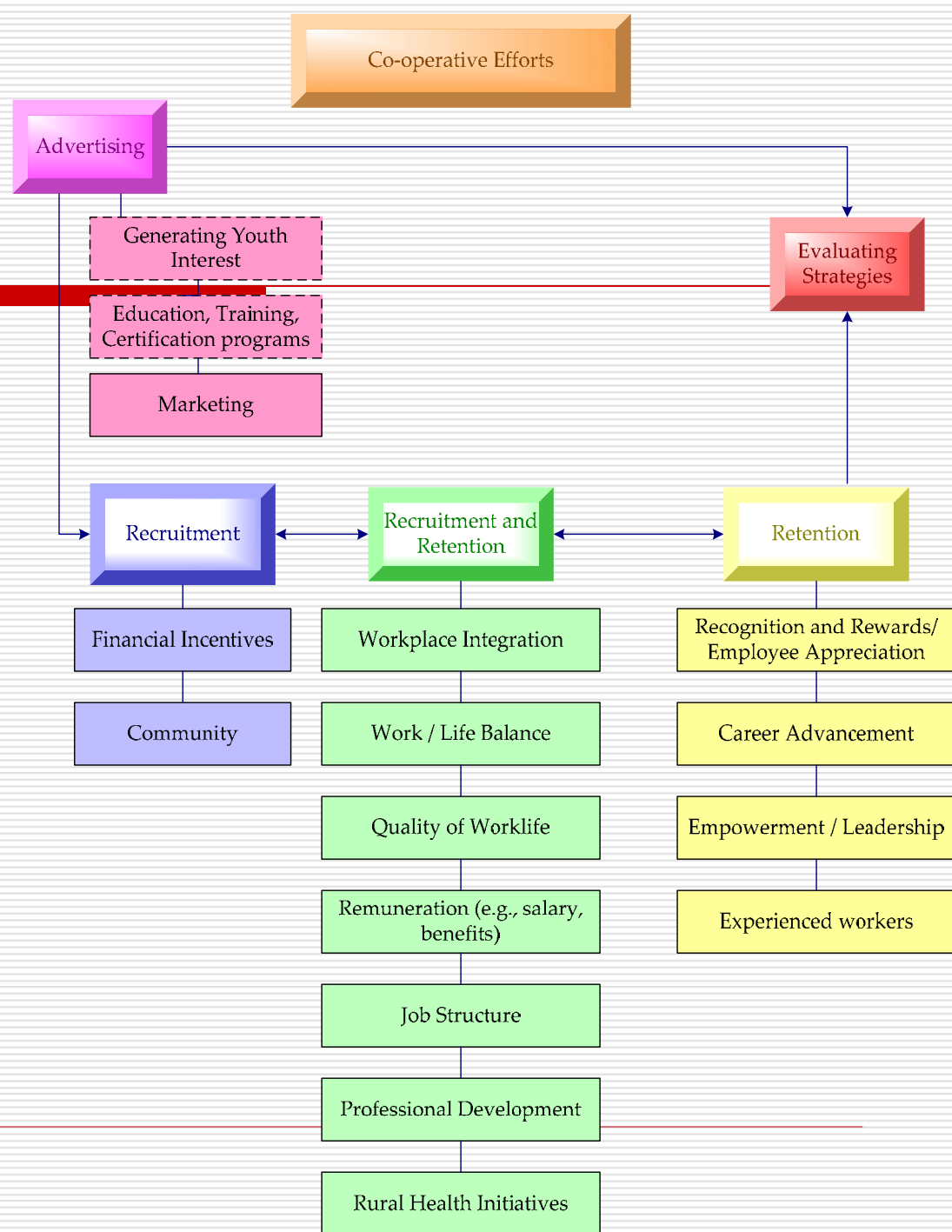
Relationship: Trust

- Management/Employee (Huysamen)
 - Emotional Intelligence (Prins)
 - Loyalty; Personal v. toxic management (Pienaar)
 - People react to emotion more than words
 - Levels of System (du Plooy)
 - Views of Service Providers (Cotten, du Plooy)
 - Impact on Worklife (Prins, AET)
 - Community
 - Fairness
 - Values
 - Facilitating deeper learning (Van Niekerk)
 - Challenge: Capacity for self-deception, blame
-

Recruitment & Retention

COR&D Model

Leiter & Spiegel



Research Strategies

- Research participants as collaborators
 - Trust relationship
 - Reciprocity
 - Value to participants
 - Contribution to knowledge
 - Customization
 - Partnerships with Service Providers
 - Identifying problems
 - Designing intervention
 - Sharing insights (du Plooy)
 - Knowledge Sharing and Use
-

Conclusion: Models of Change

- Recovery
 - Individual clinical service model
- Context and Contingencies
 - Design an improved work environment
 - Reward positive action
- Insight and Understanding
 - Educate employees on health
 - Train employees to use programs
- Empowerment and Participation
 - Assess employees' perceptions
 - Collaborate on generating solutions

Conclusion

- Wellbeing as a Resource
 - Personal
 - Work
 - Opposite of burnout, exhaustion
 - Solutions are a Process
 - Intervention is a Shared Enterprise
 - Knowledge Dynamics
 - Developing
 - Sharing
 - Using
-