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**LEAN Wellness**

LEAN Wellness is an approach, or a way of thinking, that is based on the principles of Lean Manufacturing.  It is inspired from the top-down and driven from the bottom-up in organizations that value the health and wellbeing of its members.  It trusts that people can find their own solutions to issues that affect their health and wellbeing, when they are supported and engaged in continuous learning and improvement.

LEAN Wellness can be applied in any organization or environment. However, it only should be applied when leadership is in place that respects, trusts, supports, and works with members to create a healthy culture that is driven by continuous learning and improvement. When leadership is inspired to care for employees, with the same commitment that it has to safety concerns, it is time for LEAN Wellness.

LEAN Wellness is not "imposed" on people, rather, it is done “by” the same people who benefit from it.  Small steps and incremental improvements encourage achievement and lead to lasting behavior change.  The influence of people fully engaged in continuous learning and improvement has a far-reaching impact that touches colleagues, family and friends, and the larger community.

**LEAN Wellness versus Traditional Wellness**

LEAN Wellness is radically different from traditional approaches to worksite wellness. The differences are highlighted below.

Traditional Wellnessversus         LEAN Wellness

* Driven from the top-down . . . . . Inspried from the top-down

and driven from bottom-up

* Done to or for people . . . . . . . . . Done by people
* Relies on extrinsic motivation . . . Relies on intrinsic inspiration

* Program guided . . . . . . . . . . . . Solution-focused problem solving
* Measured by participation . . . . . Measured by continuous improvement
* Individual competition . . . . . . . . Team support
* Identify needs . . . . . . . . . . . . . . Build on strengths
* Return on Investment (R.O.I) . . . Investment in people

**Ten Principles of LEAN Wellness**

1. LEAN Wellness should only be adopted by organizations that are serious about helping people achieve their full potential in body, mind, and spirit.
2. LEAN Wellness organizations feel a moral responsibility to promote the health and wellbeing of its members.
3. LEAN Wellness is supported from the top-down by leaders who set an example, and it is driven from the bottom-up by employees engaged in continuous learning and improvement.
4. LEAN Wellness trusts people to find their own solutions to achieve optimal health and wellbeing.
5. LEAN Wellness encourages small, incremental improvements every day.
6. LEAN Wellness recognizes and celebrates success.
7. LEAN Wellness relies on intrinsic motivation to inspire lasting behavior change, versus extrinsic motivation that produces short-lived changes.
8. LEAN Wellness teaches that health and wellbeing are not competitive sports. Achievement is best realized with support from others.
9. LEAN Wellness builds on people’s strengths to maximize achievement.
10. LEAN Wellness measures success by the continuous improvement in lifestyle behaviors and health outcomes of participants.

**Ten Ways to Practice LEAN Wellness at Work**

1. Create a LEAN Wellness Team to guide the process.
2. Form small volunteer support teams that “huddle” each day and support each other in achieving daily goals.
3. Communicate in multiple ways and multiple times, from the top-down and bottom-up.
4. Identify and leverage community resources to help your efforts.
5. Implement health promoting guidelines or policies – put “health” back into “health and safety.”
6. Provide team members with pedometers and food journals.
7. Subsidize or offer at cost, fresh fruit, vegetables, and nuts for snacks during the work day.
8. Encourage members to read selected books, or view selected videos, every month or quarter. Make them available to members.
9. Reach out to and engage family members in creating a support team at home.
10. Capture success stories in print and video and share frequently.