



## TRI FIT

### Leaders in Workplace Fitness and Wellness

#### Innovative Business Solutions to:

- Reduce stress, enhance mental performance
- Attract and retain top talent
- Improve productivity and effectiveness
- Lower health care costs
- Decrease injury and worker's compensation costs
- Reduce absenteeism
- Enhance employee satisfaction and morale

#### Programs and Services

- Feasibility Studies
- Fitness Facility Design
- Facility Management Services
- Fitness Programs
- Stress Management
- Nutrition Education
- Weight Management
- Heart Health
- Back Care
- Injury Prevention

## Helping Employees Get Active Improves Health, Wellness and the Bottom Line

**H**ealth Canada and the Canadian Council for Health and Active Living at Work (CCHALW) recently launched a new web site called The Business Case for Active Living at Work.

This is Canada's only comprehensive web site dedicated to promoting the benefits of an active workplace. Located at [www.activelivingatwork.com](http://www.activelivingatwork.com) the web site is part of a national strategy to decrease physical inactivity among Canadians by 10 percent by 2003.

The Business Case for Active Living at Work web site includes:

1. The health benefits of physical activity
2. Supporting research on the *Return on Investment* of worksite fitness

and wellness programs

3. Trends in the workplace which impact the health of employees and profitability of organizations
4. A "how to" section which includes a six-step model
5. Projected program costs
6. The seven habits of highly successful programs
7. Case studies of successful programs with each month featuring a different organization
8. Ready-to-use templates (e.g., electronic slide presentation, brochure) to facilitate the preparation of your Business Case for Active Living at Work presentation
9. The tools your workplace needs to get active
10. Measurement, outcomes and evaluation.

## Conference Board of Canada Hosts Wellness Conference

**V**eronica Marsden, Tri Fit partner recently attended the 2001 Wellness Confer-

ence: *Sustaining Performance and Organizational Health*. The Conference Board of Canada hosted the two-day event with Manulife Financial and Health Canada as key sponsors.

The conference focused on the business case for sustaining performance and global

competitiveness through organizational health. Issues, trends and strategies were explored by such high profile speakers as The Honourable Michael Wilson, Chairman and CEO, RT Capital Management Inc. and William Wilkerton, President of the Canadian Business and Economic Roundtable on Mental Health.

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### New Format

With this issue we bring you a new format for our newsletter Tri Lines. Effective this month we will be bringing you up-to-date news in the wellness field six times a year. If you would prefer to receive this communiqué electronically or would like to be deleted from our mailing list please fax the enclosed form to us at (905) 569-8619.

# NEWS BRIEFS

## Monthly Wellness Bulletin

Each month Tri Fit produces a two page Wellness Bulletin to keep clients up-to-date on the latest information on fitness and health related topics. The Bulletin includes healthy recipes, tips and resources. If you would like to start receiving our electronic bulletin please indicate on the enclosed fax back form.

## Interesting Statistics

The Executive Roundtable on Addiction & Mental Health estimates that mental health conditions cost Canadian business about \$16 billion a year. This is equivalent to nearly 14 per cent of the net annual operating profits of all businesses in Canada combined. There is a direct link between physical activity and mental health.

Physical inactivity increases the risk of premature death, chronic disease and disability. 63% of Canadians are not active enough to obtain health benefits. According to the Workplace Health System Questionnaire, Health Canada, the number one priority (69.1%) for improving or maintaining health was to become more physically active.

Even though employees rank becoming more physically active high, they also state that finding time to do it is the biggest barrier. With increasing workloads cited as a key inducer of workplace stress, employers have an important role to play in supporting worker's intentions to become more active.

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## Tri Fit Stress Management Programs

If you are looking for solutions to address employee stress, our comprehensive one-day program, *Managing Stress and Change* helps employees recognize and understand the impact of work and family induced stress and convert it to heightened performance, productivity, and well-being. StressMap®, Canada's leading self-assessment tool forms the basis of most programs. Half-day programs are also available.

Stress lunch 'n learn workshops are available to create awareness. These seminars are 45 minutes to one hour in length. Tri Fit's approach is participant-centred, experiential, entertaining and effective. Seminars are designed to encourage goal setting and action planning. Our two presentations that focus on stress management are:

- ♦ Six "Lifesaver Skills" For Making The Best Stressed List
- ♦ Achieving a Healthy Balance...a dose of sanity for the working parent

If you would like information on Tri Fit's Stress Management Program, contact Sue Pridham at (416) 480 - 1716 or email [pridham@trifit.com](mailto:pridham@trifit.com) or check out our web site at [www.trifit.com](http://www.trifit.com).

## 12-step plan to defeat depression

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A common theme throughout the conference was the importance of mental health in the workplace on innovation, productivity and profitability. According to the Honourable Michael Wilson "like never before, business today depends upon the consistent, sustainable mental performance of employees, managers and executives for fundamental competitiveness. There's no doubt for example that innovation today is a key determinant of corporate success. It is a differentiator, a competitive edge. It is also a mental function."

Last July, the Business and Economic Roundtable On Mental Health published the "12 Steps to a Business Plan to Defeat Depression". A copy of this plan is available from the Roundtable by contacting Bill Wilkerson, President at [bwilkerson@gpc.ca](mailto:bwilkerson@gpc.ca) or you can download a copy from their web site [www.gpcinternational.com](http://www.gpcinternational.com) (at their site, select insights, then select business and economic roundtable on mental health).