



EXECUTIVE PROFILE

# Dave Walsh

V.P. Marketing, Ingram Micro



*Dave Walsh, taking a breather from his workout at Ingram Micro's Fitness Centre*

**F**inding time to workout is not a problem for Dave Walsh, V.P. Marketing for Ingram Micro in Mississauga. Dave has been committed to his daily visits to the gym since he was 15. Although the motivation has

changed, his commitment to fitness has not wavered in over 25 years.

In his youth, Dave believed that increasing his strength and size was his ticket to collegiate football success. Strength training was his passion and the more he worked at it, the better he became. With the help of his coaches, phys-ed staff and a nutritionist, he learned what his body was capable of.

In the end Dave chose Business Administration at Wilfrid Laurier University over football but his love for strength training continued. His university schedule often permitted up to three hours a day for lifting weights.

Once Dave settled into a career in sales and marketing in the computer industry, finding time for fitness became more of a challenge. Business travel and dinner meetings cut into his free time, but still he found time to make it to the local gym.

A turning point in Dave's life was the year he turned 32. His brother had a heart attack at the age of 37.

**His commitment to fitness helps him stay focused and energized in his job, while still having something left at the end of the day for his wife and two daughters**

Everything that had seemingly been within Dave's control was suddenly in question. A family history of heart disease on his mother's side added to his sense of vulnerability. From that day on Dave took renewed charge of his health. He now ensures cardiovascular training is an integral part of his fitness training and he gets an annual physical.

When Dave moved to Ingram Micro four years ago, the on-site fitness centre was an attractive benefit. With a longer commute to work and increased family commitments, time was of essence. He now starts each day with a 6:00 am workout and is at his desk by 7:30.

"I am surprised that more companies have not bought in to

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# INTRIA ITEMS LAUNCHES National Stretch Break Program in Alberta!

## Motivating, enjoyable and energizing

are the words employees are using in the Alberta region to describe INTRIA Items' National Stretch Break program. The program was launched this September and employee feedback has been great! Many jobs at INTRIA Items require employees to perform repetitive duties, which inevitably places strain on the upper body, particularly the neck, back, forearms, and wrists. The Stretch Break program provides employees with the opportunity to participate in a series of simple, yet effective, stretches during the workday to help reduce the effects of muscle stress and strain.

A survey was conducted with all employees in Alberta prior to the launch of the program, which provided the information needed to design the stretch breaks. Employees indicated which areas of their body were impacted by the repetitive movements of their job, and where on their body they experienced the most discomfort. The stretch breaks were then designed to focus stretching on these particular areas of the body. Different jobs have different stretch routines. For example, in the encoding department employees said they experience discomfort in their back, neck, shoulders, hands and wrists, and these are the body parts performing the repetitive movements. The stretches for



*A group of Calgary employees enjoying a stretch break.*

encoders were then designed to focus on these body parts. Participating in stretch breaks increases blood circulation, which lubricates joints with fluid and tendons and muscles become warm and flexible. This helps reduce the potential for repetitive strain injury. It also increases comfort by reducing muscle tension and improving body awareness and posture.

Tri Fit has trained over 40 employee volunteers (Employee Energizers) in Alberta to lead their fellow employees in the 3-minute stretch break routines accompanied by fun songs like "YMCA" and "Twist and Shout."

**The Stretch Break program provides employees with the opportunity to participate in a series of simple, yet effective, stretches during the workday to help reduce the effects of muscle stress and strain.**

The training includes information on the purpose and benefits of stretch breaks, aspects of fitness, basic anatomy, exercise safety, leadership skills, and the stretch break routines. Tri Fit will be conducting the training in all regions as the program continues to roll out across the country.

# News Briefs

## Employers Beginning to Reap Benefits of Corporate Fitness Programs

A recent poll conducted by the National Business Group on Health (NBGH), found that more than half (56%) of the companies reported increased morale among their workforce as a result of fitness programs and initiatives. More than one out of four (27%) said their fitness initiatives resulted in savings in their health care costs. About two out of 10 experienced increased worker productivity and decreased absenteeism.

## Heavy Workloads Hit Health Care: Study

A study on the implications of unhealthy workloads, authored by Linda Duxbury of Carleton University and Chris Higgins of the University of Western Ontario, was reported in the Globe and Mail's Report on Business, November 10th.

The authors estimate that health-care-related costs caused by "high role overload" amount to \$6-billion a year. They also estimate that medical treatment sought by employees suffering from "high care-giver strain" because of their inability to cope with competing work and home-life demands, costs an additional \$5 billion a year.

In their study the authors recommend that governments need to consider financial incentives to employers that do their part to promote workplace health and penalties for those who do not.

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the healthy body, healthy mind, happy employee approach to business", says Dave. His commitment to fitness helps him stay focused and energized in his job, while still having something left at the end of the day for his wife and two daughters, Mackenzie, 3 1/2 and Maddy, 1 1/2. Dave can count on one hand the number of sick days he has had over his career and attributes this to healthy lifestyle practices. He believes corporate fitness and wellness programs keep these messages front of mind and provide an internal support system. These programs reach beyond the workplace and impact family members as well.

Dave's philosophy on fitness

**Dave's philosophy on fitness and health is not complicated. "I eat well-balanced meals, and strongly disagree with fad diets. I try to concentrate on regularity and balance and stay committed to family, friends and spiritual well-being."**

and health is not complicated. "I eat well-balanced meals, and strongly disagree with fad diets. I try to concentrate on regularity and balance and stay committed to family, friends and spiritual well-being. When I give to myself I have more to give to others which includes a 12 year commitment to Big Brothers, the most rewarding thing I've done in my life for others".

## About Ingram Micro

Ingram Micro's 12,000 SF Microflex Centre is located on the concourse level of their offices in Mississauga. It includes a 1,600 SF aerobics studio with sprung wood floor, a multipurpose room for programs such as Tai Chi, yoga and studio cycling classes, a 2,800 SF individual workout area with cardio and strength training equipment, a fitness assessment and lifestyle counseling room and offices for their two full-time professional staff. The fitness facility was included in the corporate amenities when the company moved to their new headquarters in 1999.

Over 700 Ingram Micro employees and tenants including Hostess Frito Lay, TCC/Wells Fargo and Expeditors have access to the facility and its related programs.

Ingram Micro Inc. is the world's largest technology distributor and a leading technology sales, marketing and logistics company. As a vital link in the technology value chain, Ingram Micro creates sales and profitability opportunities for vendors and resellers through unique marketing programs, outsourced logistics services, technical support, financial services and product aggregation and distribution.

# Tri Fit's Health 4 Life Program Has Employees Lining Up For More!

Our Health 4 Life program works like a mobile health fair. It provides employees with individual assessments and education on cholesterol, blood glucose, blood pressure, fitness, nutrition, stress management, and smoking cessation.

The goal of Health 4 Life is to reduce the risk of adult onset diabetes, cardiovascular disease and cancer by increasing employee's awareness of their own health status. They also learn ways to change their lifestyle to decrease their health risks.

Employees go from station to

station with their *Passport to Wellness* and have each of these health areas evaluated. Wellness consultants provide handouts, follow-up counselling and referrals to medical practitioners where necessary. Companies select the stations from a diverse menu of options depending on their needs and interests. Each station has a catchy name with an activity to make the event interactive and fun. An all-time favorite is entitled "Eating Breakfast is Smart", which has employees sampling tasty fresh fruit, yogurt smoothies, discussing



recipes...and lining up for seconds!

Interested in having our mobile health fair visit your company? Give us a call at (905) 845-0006 to set up a date.

## Wellness Program at Christie Digital Shows Positive Impact on Claims

Exactly five years ago Christie Digital Systems in Kitchener launched their in-house wellness program for their 210 head office employees. They have never looked back.

Their employees, representing a high percentage of technologists and engineers, enjoy a variety of wellness programs including health fairs, roving wellness clinics and challenges. Christie Digital also has a small fitness centre with exercise equipment. A

variety of group exercise classes are offered both in the centre and in the cafeteria.

Kimberley Hogan, VP of Human Resources, has been tracking benefit costs over the past five years and has observed renewal rates on health and dental insurance far below the industry average. "Whereas most organizations are seeing a 15.6% renewal rate increase for health and an 8.6% increase for dental, we have

seen a combined renewal rate of 4.9%. I believe that our fitness and wellness program is having a positive impact on our claims experience and this has helped me to sell our program to senior management", says Hogan.

Christie is celebrating its 75th anniversary as a leader in visual solutions for world-class organizations, offering diverse applications for business, entertainment, and industry. With expertise in film projection since 1929 and professional projection systems since 1979, Christie has established a global reputation as the world's single source manufacturer of a variety of display technologies and solutions for cinema, large audience environments, control rooms, business presentations, training facilities, 3D and virtual reality, simulation, education, media and government.



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