



Better Health Better Life

Q4 2022
uhahealth.com/workwell

[VAL'S MESSAGE](#)

[NEWS](#)

[ROUNDTABLE FEATURE](#)

[PAST EVENTS](#)

[FEATURED RESOURCES](#)

VAL'S MESSAGE



Valerie Davison

Workplace Wellness Manager

Your people. Your wellness initiatives.

During a recent meeting with our [Work Well Leaders Roundtable](#), the group shared a variety of ways on how they have been supporting their employees' health and wellbeing and ways to strengthen employee engagement. It was inspiring to hear how each leader identified their own company's unique path to wellness.

To get you started on your own company's unique path to wellness, here are some ideas from some of our leaders.

- Quarterly employee get-togethers to re-connect and just have fun! The most recent event was a pau hana at Outrigger Canoe Club. (Jean Santos/Business Consulting Services)
- Scheduled in-house counseling services and/or an EAP representative at the office to reduce barriers and make it easy for employees to access counseling on a variety of issues. (Katie Pickman/Hawaii News Now)
- Created an initiative called **VIBE** which means **virtual interaction bringing engagement** that includes games, lunches, and wellness challenges. (Patricia Hao, Hawaii State Federal Credit Union)
- Individualizing the approach to team members by discovering and applying their Gallup CliftonStrengths. (Howard Lee, UHA Health Insurance)

Wellness initiatives aren't new, they have evolved tremendously over the past few years and leaders are realizing there's more to wellness than just their employees' health. Financial strain, caregiving, and other life circumstances can weigh heavily on employees and keep them from being their best. As their employer, it's our job to find ways to support employees.

By keeping your team healthy you're also helping them to be more productive and engaged which is the ultimate goal. Find out what another wellness roundtable leader, Malcolm Inamine from Hawaiiana Management is doing with their wellness programs [here](#).

Let us help you! Let us know what tools or resources you need by contacting me at workwell@uhahealth.com.

Happy Holidays from the Work Well Team



From left to right: Kelii, Roland, Val and Mike

From our ohana to yours, we wish you a safe and healthy holiday season!

In the spirit of the holiday season, we asked our team what's on their well-being wish list?

Make new friends through pickleball. – Kelii

Improve flexibility and build strength. – Roland

Live my life (and teach others) to instill JOY by creating positive changes in habits, daily routines and thinking patterns. – Val

Staying connected with family and friends. – Mike

How to Start a Well-being Initiative in Four Easy Steps



Designing and implementing initiatives to support employee well-being may seem like a daunting project. Where should you start? There are many things to consider when it comes to designing your wellness strategy. Before embarking on your journey, think holistically by transitioning away from wellness programs and into well-being initiatives.

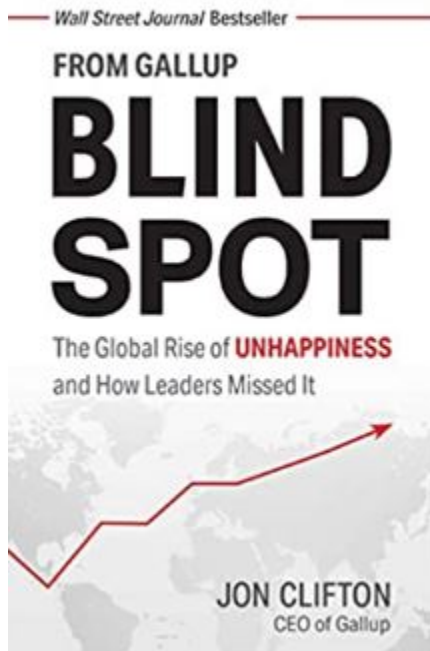
Traditionally, corporate wellness programs focused on physical health which included exercise, nutrition, and sleep. It centered around disease prevention and management, health risk assessments, and other efforts that targeted the high-risk individuals within organizations. Well-being initiatives are multi-dimensional and centers on the whole person - Gallup's five elements of well-being: career, social, financial, physical, and community well-being.

[Learn more about the Four Easy Steps to Start a Well-Being Initiative](#)

If you're ready to take the next step, please fill out this [online inquiry form](#).

The Blind Spot: The Global Rise of Unhappiness and How Leaders Missed It

A book review by UHA Workplace Wellness Advisor Roland Manangan



Clifton's 'Blind Spot' is a research-driven investigation into the pessimistic data around what is making us all less happy since the turn of the century.

In 'Part I: The Leadership Blind Spot: Happiness and Wellbeing' and 'Part 2: Addressing the Blind Spot: Measuring Happiness and Wellbeing', Clifton shares the data gathered from Gallup and, equally important, how to properly look at the data to better understand the problem and what they believe to be the best approach to a solution.

How can leaders solve unhappiness in the workplace?

It's complicated. However, understanding the value and shortcomings of both objective data (factual) and subjective data (personal interpretation), will help build a foundation for the remaining chapters while also giving the reader a better understanding of their own surveys, so don't skip this.

Roland dives into valuable lessons and who should consider reading this book. [Learn more by visiting our website.](#)

UHA'S WORK WELL LEADERS ROUNDTABLE FEATURE



We're excited to introduce this quarter's Work Well Leaders Roundtable member, Malcolm Inamine of Hawaiiana Management Company. Malcolm has been a committed member of UHA's wellness leaders group since 2017. In 2021, he joined Hawaiiana Management Company as their Executive Vice President/Chief Administrative Officer.



"The pandemic has shifted the focus of individuals to reflect on their personal lives so Hawaiiana Management is adjusting to allow individuals to develop." Malcolm continued, "By focusing and allowing employees personal growth and development, they will become better employees. We want our employees to be the best version of themselves for their family and work."

At the start of 2022, Hawaiiana Management set out on a mission to support their employees' holistic well-being and launched their first set of wellness initiatives. Here's what they implemented:

- Followed up with a biggest loser contest in which the employee who had the largest body mass percentage loss would receive two PTO days off.
- Partnered with Hawaii Healing Arts Academy for a Massage Day.
- Held a highly competitive and fun Halloween department contest and pumpkin decorating contest.
- Hawaiiana already recognizes 13 holidays but wanted every employee to know that their most important day is recognized by the company. Now employees get their birthday included in their PTO.
- Arranged for the flu shot and COVID-19 vaccinations clinic on site for employee's convenience.
- Added a pet insurance option for employees to cover their “loved ones.”
- Provide Financial Education workshops.



Halloween pumpkin decorating contest

Finding your Why with Terri Dietz



UHA podcast guest, Terri Dietz went above and beyond her limits by completing the Kaiwi Channel Swim this year.

The Kaiwi Channel Swim is a 28-mile swim from point to point between the island of Molokai and Oahu. The swim starts at Kepuhi Beach on Molokai and finishes at Sandy's Beach on Oahu. The Kaiwi Channel Swim is one of the Ocean Seven swims, a marathon swimming challenge that is equivalent to climbing the Seven Summits.

We sat down with Terri and asked her what it took to accomplish such a feat. [Read more.](#)

What you can expect to learn from this article:

- Find out Terri's training regime, her why, and the different teams or "tribes" she needed to connect with to make the swim a success.
- 7 tips to attain your personal goals.
- Additional resources from Terri, and guest Dr. Michelle Segar, motivation scientist and bestselling author.

To read more, [visit our website.](#)

PAST EVENTS

UHA's Work Well Summit — Belong: Creating a Supportive Culture Recap



Belong: Creating a Supportive Culture

Learn how emotional connectedness empowers teams and companies.

Featured Guests:



Trini Kaopuiki
Clark



Del
Mochizuki



Rebecca
Sandvig



Raquel Kelly
Hicks

Keynote Speaker:



Ryan Wolf

In partnership with:

HawaiiBusiness
—magazine—



The Work Well Summit began with a panel discussion featuring distinguished guests **Trini Kaopuiki Clark**, President and CEO of Make-A-Wish Hawaii; **Del Mochizuki**, Vice President of Finance and Human Resources at UHA; and **Rebecca Sandvig**, Organizational Effectiveness Coordinator at Hawai'i Pacific Health. The discussion was led by **Raquel Kelly Hicks**, a Gallup Strength Coach and Chief Human Resources Officer of Punahou School.

Missed the event? Watch the recap video [here](#).

FEATURED RESOURCES

The Missing Piece: Architecture and Well-being with Phil Camp of hi.arch.y

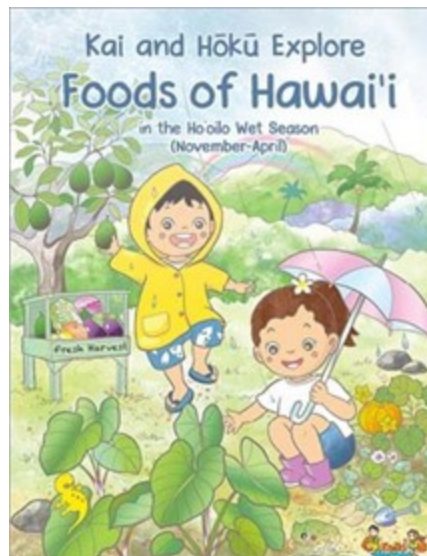
hi.arch.y
architecture•planning•interiors

HI Now's Kainoa Carlson and Phil Camp of hi.arch.y discuss The Missing Piece: Architecture and Well-being. In this episode, Camp explains how architecture affects workplace wellness and productivity; how sustainable design impacts employees and communities; and gives examples of WELL Certified buildings in Hawaii. As more companies emphasize workplace wellness, Camp advises cost-effective ways to improve workspaces and even home offices.

[Find out how workplace design can support your employees' wellness.](#)

Kai and Hōkū Explore Foods of Hawai'i

Many children will soon be on winter break and you know what that means! A lot of free time will be spent at home. Instead of endlessly scrolling or watching TV, have your keiki explore new foods and activities with Kai and Hōkū.



Kai and Hōkū are back to continue exploring foods of Hawai'i. Complete fun activities, try new recipes, and learn about healthy local fruits and veggies!

Download the sheets to track the foods you and your keiki try. Visit dabux.org/keiki-corner. This free, fun, and educational resource is brought to you by DA BUX, a program of The Food Basket in partnership with the Hawai'i Good Food Alliance.



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