

How to gain support for your program

It is important that everyone in the workplace is supportive of your health and wellbeing program. This is especially true of senior managers, who can commit people and money to the program and can help make it a success. If managers support the goals and take part in the program, then workers will be more enthusiastic and motivated to join in.

Tips to help you get started

Present a business case to gain management support

To gain management support, provide evidence of the benefits of a workplace health and wellbeing program. You could do this by:

- » Developing a written business case proposal - see our [business case leaflet](#) for research and statistics on why investing in workplace health and wellbeing makes good business sense.
- » Delivering a presentation to managers on the benefits of investing in workplace health and wellbeing – visit our website to download our template [PowerPoint presentation for management](#)

Keep management informed

Keeping managers informed and involved is the best way to maintain their support for your program. You can do this by:

- » Discussing the program goals so that everyone is clear about what the program is hoping to achieve.
- » Ensuring managers are aware of and agree to the required time and resources needed for the program.
- » Encouraging senior and middle managers to show their support for the program by taking part.
- » Regularly reporting back on the program's progress, outcomes and participation levels.

Identify a health and wellbeing coordinator

To ensure your program is implemented as planned, you should identify a key person who will be responsible for coordinating the program. In larger organisations this may be the person who is already in charge of human resources or health and safety. In a smaller organisation this may be a manager or a volunteer workplace champion who is enthusiastic about health. Ensure that an appropriate amount of time and resource is given to the coordinator to deliver the program within normal work hours.

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Develop a working group

A working group is a great way to get support from different levels of your organisation and to encourage participation in the program. Include people from all parts of the organisation.

Once your group is established, identify and assign the roles and responsibilities of each member of the group. Set up regular meetings to start planning and delivering your program.

Developing a working group may not be feasible for smaller workplaces.

Smaller workplaces may like to enlist the help of external groups, like *Healthier Workplace WA* to assist with their program development.

The role of the health and wellbeing coordinator and the working group

- » Determine what resources, facilities and assistance are needed
- » Identify potential barriers or concerns that may stop things happening
- » Develop an action plan – see our factsheet *how to develop an action plan* and our *action plan template*
- » Identify the most important needs in the organisation by consulting with staff; see our *how to consult with staff* factsheet for some tips
- » Organise and implement program strategies
- » Evaluate the program to see if the goals and objectives are being achieved and if people are participating and feel satisfied with the program. See our *evaluating your program* factsheet for more information

Online Resources

-  [Business case leaflet](#)
-  [PowerPoint presentation for management](#)
-  [How to develop an action plan](#)
-  [Action plan template](#)
-  [How to consult with staff](#)
-  [How to evaluate your program](#)

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