

Workplace Wellness Services



Jenny Gusba, MSc and Heidi Smith, RD (519) 767 5011
Health and Performance Centre

Who are we? Health professionals providing comprehensive wellness programming for organizations of all sizes.

Our goal is to empower employees to improve their health and to provide organizations with the tools and support to launch and sustain successful wellness initiatives. The foundation of our programming is scientifically sound information provided by qualified health professionals.

We offer a variety of wellness services and programs. A combination of different services can be chosen to meet the needs of your organization. These services will be customized and new services can be created to best serve your organization.

Needs Assessment

The first step in deciding which programs and services best fit your business is administering a Needs Assessment Questionnaire to management and employees. A Needs Assessment is a simple tool that asks specific health and wellness questions to determine health history, topics of interest and preferred methods of delivering information to employees. As part of our services, we will customize the needs assessment questionnaire and report all responses.

Customized Wellness Program Development

Based on the findings of a Needs Assessment and interviews with management or human resources representatives, we will formulate a wellness program specific for your organization. Furthermore, at critical stages of the wellness program (3 months, 1 year, and 3 years) we will assess the program to measure its success. Listed below are services that we currently offer as part of our wellness programming.

Health and Wellness Tips

Health and Wellness Tips can be distributed to employees with their pay stubs for each pay period or monthly. The tips will cover fitness, nutrition, and health “hot topics”. In the past we have coupled these tips with an organization-wide contest (a ballot for the contest is included with the health tip). The contest helps to increase participation in the program, retention of the tip details and overall employee morale.



Email and Telephone Support

A confidential email and telephone “hotline” for employees can be set up to leave health related questions. Quick answers are provided to simple nutrition and fitness inquiries. For more in depth questions, employees are encouraged to connect with a qualified health professional in the area.

Lunch and Learn Seminars:

Lunch and learn seminars are a great way to educate and motivate your employees. These seminars can be presented weekly, biweekly or monthly and the topics can be tailored to the interests of the attendees. They will be encouraged to set goals, work toward positive lifestyle changes, and measure their success over the course of the program. The sessions are designed to fine-tune existing practices support lifestyle change, and increase their knowledge of exercise physiology and nutrition. Past topics have included: goal setting, body composition, training for endurance, training for strength, fitting in exercise, learning to use the exercise ball, eating for energy, label reading, balanced snacking, balanced meals and portion sizes.

Wellness Events

Wellness Events such as summer barbeques, Christmas parties and corporate competitions can provide excitement and create momentum for your wellness program. We can coordinate daytime or evening wellness-oriented events to suit employees and even include family members if desired.

Individual Consultations

Individual fitness and nutrition consultations can be arranged for management or employees on-site. These appointments can be 15min check-ins, 30 minute consultations or 1 hour assessments.

Wellness Program Advisors

We can function as advisors to your organization, by helping to change or develop policies related to health and wellness (i.e. formation of wellness committee, adding an onsite fitness facility, providing advice for catering, vending and food service, etc). Our role as advisors can continue as long as required by your company.

For information on these services or others, please contact Jenny Gusba jgusba@uoguelph.ca or Heidi Smith smithh@uoguelph.ca.