

WELCOA<sup>★</sup>

# Membership Guide

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# YOUR WELLNESS JOURNEY

*Congratulations!* You've taken the first step in bettering the lives of your employees with a WELCOA Membership. On behalf of the entire WELCOA team, I'd like to welcome you to the largest community of workplace wellness and health promotion professionals. You'll have a dedicated team and database of resources at your fingertips. Put our number in your contacts and send us an email anytime at [membership@welcoa.org](mailto:membership@welcoa.org).

WELLNESS COUNCIL OF AMERICA  
17002 Marcy Street, Ste. 140  
Omaha, NE 68118  
(402) 827-3590

HOURS OF OPERATION  
8:00 am - 5:00 pm CST  
Monday - Friday

Here's how you can maximize your time and effort with your WELCOA Membership and login credentials. The same password is used for WELCOA resources, the store, and the Institute.

1. Browse hundreds of WELCOA resources that will help you deliver the right program for your employees. Once you login to your account, you will unlock all of WELCOA's educational resources. Explore the quick guides, templates, and employee educational tools, expert interviews, [Benchmark Toolkits](#) and more.
2. Manage your learning agenda and get WELCOA certified. Once you login to your account, you can register for live training events, browse courses and receive a WELCOA certification on the Institute.
3. Shop the WELCOA Store. Once you login to your account you can purchase from a variety of WELCOA products including books, brochures, the *Well Balanced*<sup>TM</sup> newsletter, and events like the annual Summit—all with your 10% Member discount automatically applied.

[LOG INTO THE WELCOA WEBSITE »](#)

[LOG INTO THE WELCOA INSTITUTE »](#)

[LOG INTO THE WELCOA STORE »](#)

Yours in good health,



Ryan Picarella, MS  
CEO, WELCOA

# ABOUT WELCOA

The Wellness Council of America (WELCOA) is an industry leader in providing thought leadership for developing strategic approaches to worksite wellness. Our vision is to pave a way for employee wellness and organizational cultures by determining the real value of truly happy and healthy humans. Our goal is to help alleviate the demand on those charged with wellness planning by offering training, resources and tools to move a program forward.

## HOW TO GET IN TOUCH

Never hesitate to reach out to WELCOA Membership Services at [membership@welcoa.org](mailto:membership@welcoa.org).

## OUR HISTORY



## WELL WORKPLACE PROCESS

## REACH YOUR WELLNESS DESTINATION

Make the most of your WELCOA Membership when you follow the Well Workplace Process™. Our framework allows you to take the knowledge you already know about your organization and engage your employees, managers, senior level support, and all other stakeholders to design your own highly personalized approach and become more strategic about supporting employee health and wellness.

## THE WELL WORKPLACE PROCESS

The Well Workplace Process takes you on a journey from *evaluation and education to validation and designation*. Start with the Well Workplace Checklist to evaluate your organization's current wellness culture, use your results to build your framework for success alongside the Seven Benchmarks, and leverage your data to apply for a Well Workplace Award™.

1. WELL WORKPLACE CHECKLIST
2. TRAINING AND EDUCATION
3. WELL WORKPLACE APPLICATION
4. DESIGNATION AND ITERATION

[Download the Well Workplace Roadmap](#)



## SEVEN BENCHMARKS



## WHAT ARE THE SEVEN BENCHMARKS?

The WELCOA Seven Benchmarks™ are the foundation for building a results-oriented workplace wellness program. By using our roadmap in your organization or with your clients, you can provide a credible framework, tailored toward organization specific values, mission, vision and goals for wellness. By utilizing our guided Well Workplace Process, you will begin to create alignment and integration with our Seven Benchmarks.

## WHY THE SEVEN BENCHMARKS APPROACH?

WELCOA's [Seven Benchmarks](#) approach is a change management process that will help you be strategic in building results-oriented initiatives. Our commitment is to continue to provide you with the tools and resources you need to develop programs to support your employees' health.

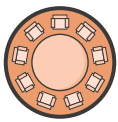
## WELL WORKPLACE PROCESS

## EXPLORE WELCOA'S SEVEN BENCHMARKS™

Building a credible framework can be difficult. We are here to help. Map out your results-oriented, worksite wellness programs using these fundamental resources.


**BENCHMARK 1 • Committed and Aligned Leadership** *(see page 12)*

Begin with Benchmark 1 to understand how important leadership support is to your organization—or those you consult—to build a successful culture of wellness. Walk through our questionnaire to uncover your management and organizational goals and the buy-in you'll need to help shape your plan.


**BENCHMARK 2 • Collaboration In Support of Wellness** *(see page 12)*

Whether you have a budgeted wellness force or are riding solo, wellness teams should be representative of your culture and must work together to build on the goals set in Benchmark 1. It's important to engage members of your organization at all levels to collaborate and foster a wellness network. You'll takeaway ideas for creating a great team within your organization, how they can support your goals, and characteristics you should incorporate for a cohesive team.


**BENCHMARK 3 • Collecting Meaningful Data to Evolve a Wellness Strategy** *(see page 12)*

Data collection should measure what matters most to both the organization and the employees. Benchmark 3 will provide you with the strategies for selecting the type of data to collect—assessing the current state through confidential and secure data collection—so that you can understand what your organization needs to thrive and create a work culture that supports your goals.


**BENCHMARK 4 • Crafting an Operating Plan** *(see page 12)*

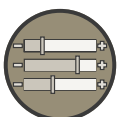
Before we can jump into the interventions and programs you want to implement, it's important to create an operating plan. Taking the goals you set in Benchmark 1 and documenting the details of your wellness initiatives will help you build a roadmap to guide efforts and investments in workplace wellness. The wellness operating plan reflects the vision, values and purpose of an organization. You will learn about the key elements of developing your plan, from goal setting to evaluation.


**BENCHMARK 5 • Choosing Initiatives That Support the Whole Employee** *(see page 13)*

Choosing initiatives may seem like a piece of cake—but aligning your organizational goals, collaborative teams, data and wellness strategy will help you bring the right interventions to your organization in support of healthy and thriving employees. Determine why, how and what intervention you choose matters in the success of your wellness initiatives.


**BENCHMARK 6 • Cultivate Supportive Health Promoting Environments, Policies and Practices** *(see page 13)*

When you aim to create consistency from your core vision all the way down to the resources, you help foster unity in your organization. You'll receive sample policies, environmental considerations, and understand how to use small nudges to encourage positive health and wellness behaviors. *(see page 13)*


**BENCHMARK 7 • Conduct Evaluation Communicate, Celebrate and Iterate** *(see page 13)*

Benchmark 7 will help you understand the impact of your wellness efforts. The data you collected early on will help you determine how successful your approach has been and how to improve! Understand the importance of evaluating your initiatives and learn how to best communicate your offerings and celebrate your successes!

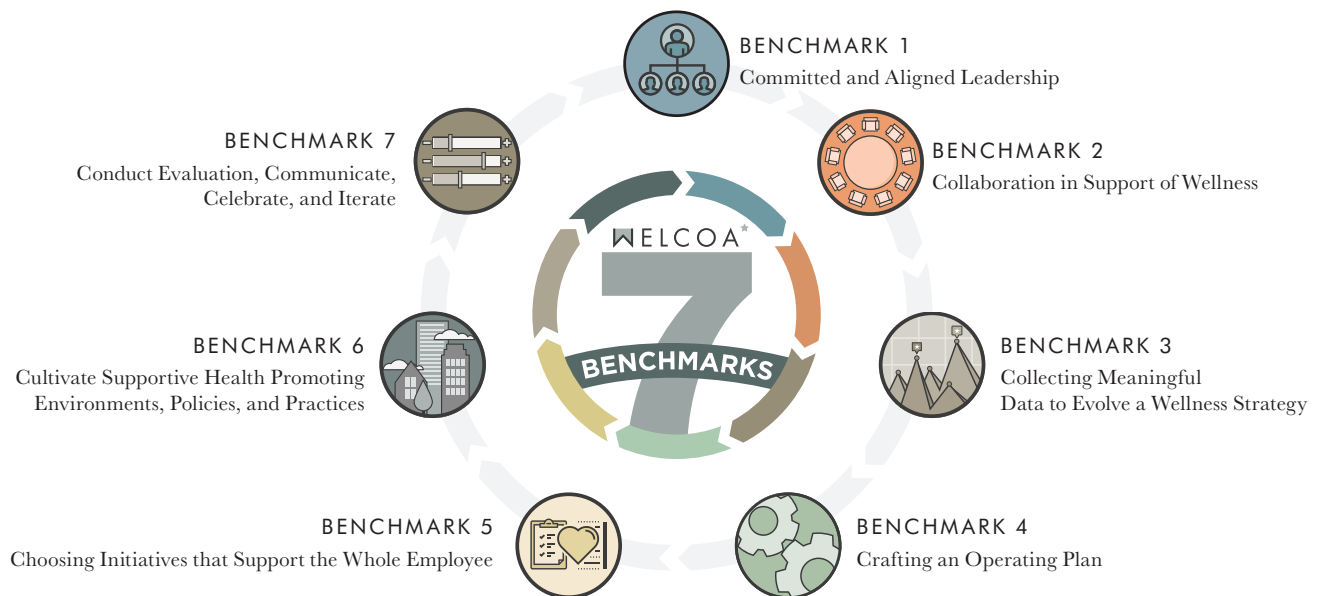
## WELL WORKPLACE PROCESS: STEP ONE

## WELL WORKPLACE CHECKLIST

The Well Workplace Checklist is the first step in understanding exactly what you need to make your wellness program a success. This 150-question, interactive worksite wellness assessment, rooted in [WELCOA's Definition of Wellness](#), measures the extent to which your organization is following [WELCOA'S Seven Benchmarks](#) for designing strategic wellness interventions and supportive climates for wellness. Once complete you'll have access to an interactive dashboard that includes customized reporting with personalized recommendations for resources and products most useful in your organization!

## PREPARING FOR THE CHECKLIST

WELCOA's Well Workplace Checklist™ helps you assess and understand exactly what you need to make your wellness initiatives a success. This logic model is comprised of seven iterative steps, that when completed, ensures you have a meaningful and successful wellness initiative designed to achieve the results you want.



## THE CHECKLIST MEASURES YOUR ORGANIZATION'S ALIGNMENT WITHIN THE SEVEN BENCHMARKS:

- » Ensuring leadership understands the value of wellness to the organization ([BENCHMARK 1](#))
- » Protecting your program from silos ([BENCHMARK 2](#))
- » Understanding the needs of your population and how you are currently doing at achieving your organization's goals ([BENCHMARK 3](#))
- » Creating a strategic plan that will ensure success ([BENCHMARK 4](#))
- » Choosing initiatives that will address both organizational and programmatic goals for wellness ([BENCHMARK 5](#))
- » Understanding the ways in which culture and the environment are working against you and removing those barriers ([BENCHMARK 6](#))
- » Evaluating your success and communicating that success to leadership and other stakeholders ([BENCHMARK 7](#))

## WELL WORKPLACE PROCESS: STEP ONE

# WELL WORKPLACE CHECKLIST

## FAQs

### WHAT IS THE CHECKLIST?

The Well Workplace Checklist is a 150-question, interactive worksite wellness assessment that measures whether your wellness initiative is on track to generate the results in which you care. It leverages WELCOA's Seven Benchmarks process for designing strategic initiatives and supportive climates for wellness.

### HOW DOES THE CHECKLIST MEASURE MY DATA?

Your Checklist report will visually chart and scale your organization's alignment within each one of WELCOA's Seven Benchmarks. The executive summary will cover what your strengths and weaknesses are, and give actionable recommendations for improvement. Answering thoughtfully and honestly each time you take the Checklist will ensure that you will reap the full benefit of new Checklist reporting features.

### I AM NEW TO MY ORGANIZATION BUT I KNOW WE'VE ALREADY TAKEN A CHECKLIST...

If you believe that there is already a Checklist in existence for your organization, please contact WELCOA at [wellworkplace@welcoa.org](mailto:wellworkplace@welcoa.org).

### HOW LONG DOES THE CHECKLIST TAKE?

The entire process takes about 45 minutes to an hour.

### I AM CALLED INTO A MEETING; CAN I SAVE AND COME BACK?

We know you're busy so we've included a "save and go back" feature that gives you the flexibility to take the checklist on your own time! Login and you'll arrive at the last unanswered question on the checklist.

### WHAT HAPPENS WHEN I'M FINISHED WITH THE CHECKLIST?

Once complete you'll gain access to an interactive dashboard that includes customized reporting with scoring comparisons at overall, industry, and region levels along with customized executive summary of recommendations for improving your score.

### HOW MANY TIMES CAN I TAKE THE CHECKLIST?

You can take the Checklist as many times as you want for your own organization. WELCOA recommends taking it once a year so you can track your initiative's progress over time. Your Checklist report can help you measure year over year program improvements. [Download a sample report.](#)

### I FORGOT MY PASSWORD, HOW DO I RESET IT?

Go to [shop.welcoa.org/member-password-lost/](http://shop.welcoa.org/member-password-lost/). Enter your email address and select continue. Click 'Forgot Your Password'? An email will be sent to the email address you entered. If you don't receive an email, it's possible that you entered your email incorrectly or the email went to your spam or junk folder. Try completing this step again and check all of your email folders. If you still do not receive an email to reset your password, please contact us at (402) 827-3590 or [wellworkplace@welcoa.org](mailto:wellworkplace@welcoa.org).

### I AM HAVING TROUBLE ANSWERING QUESTIONS OR COMPLETING THE CHECKLIST...

Give us a call at (402) 827-3590 or email [wellworkplace@welcoa.org](mailto:wellworkplace@welcoa.org).



## WELL WORKPLACE PROCESS: STEP TWO

# CUSTOMIZE YOUR WELLNESS JOURNEY

Once you learn from the checklist what your major opportunities are to improve your program, your WELCOA membership provides you with training and tools you need to change organizational culture, increase engagement, contain costs, and improve the lives of your employees. Our solution encourages organizations to fuse knowledge and engage all team members to design your own highly personalized approach.

## MEMBER RESOURCES

Customize your journey from evaluation and education to validation and designation with access to hundreds of resources and training opportunities.

- » Quick guides and toolkits will help you navigate through WELCOA's Well Workplace Process
- » [Expert interviews](#) and [case studies](#) will help you compare and discover corporate wellness ideas to try in your organization
- » Sample Templates and [engagement surveys](#) help you plan and evaluate your wellness strategy
- » Workplace wellness [articles](#), [blogs](#) and our weekly e-newsletter [Well-Informed](#) keep you informed of industry updates
- » [Podcasts](#) and [infographics](#) bring life to your efforts and help you communicate your value story
- » Employee education materials like monthly [Health Bulletins](#) and [Health Observances](#) fortify your objectives
- » [WELCOA Institute for Wellness Studies](#) webinars and certification courses enhance your personal and professional skills
- » Discounts on a bundle of wellness products in the [WELCOA Store](#) engage your employees in their personal health

[VIEW ALL MEMBER RESOURCES »](#)

## THE WELCOA INSTITUTE FOR WELLNESS STUDIES



Learn about the 26+ courses available to you right now on the [WELCOA Institute for Wellness Studies](#). *(see page 15)*

## WELL WORKPLACE PROCESS: STEP THREE

# APPLY FOR THE WELL WORKPLACE AWARD

In a Well Workplace Award winning organization, the vision of protecting and enhancing the health and well-being of each and every employee becomes part of the very fabric of the organization—not something extraneous and peripheral to the core business functions.

For the past 25 years, the Wellness Council of America has dedicated its efforts to studying and promoting the efforts of America's Healthiest Companies. All [Well Workplace Award Winners\\*](#) have used the patented [Seven Benchmarks](#) model to help build and shape their wellness programs.

## EVALUATE, CELEBRATE, ITERATE

Each organization strives to develop an understanding of the impact of efforts to support employee wellness. Data collected during evaluation will determine how successful the approach has been and in what ways it can be improved. It also reflects how findings from the evaluation are communicated to ensure continuous improvement efforts in worksite wellness initiatives.



*\*Applications for 2019 will be available 4th Quarter 2019. Be notified of updates and availability at [welcoa.org/about/well-workplace-awards](http://welcoa.org/about/well-workplace-awards).*

## WELL WORKPLACE PROCESS: STEP FOUR

# STAY ON TOP OF YOUR GAME

Now that you have completed the Checklist, reviewed the Seven Benchmarks, and are well on your way to a successful wellness program—the most important work is just beginning. Pursue ongoing training and professional development with these weekly, monthly, quarterly and annual tasks—to continue to foster engaged cultures of health and wellness.

## ONGOING TRAINING AND PROFESSIONAL DEVELOPMENT

### WEEKLY TO-DOS

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- Read *Well Informed* for access to new resources, webinars, and important information
- Read the WELCOA blog for industry news and WELCOA updates

### MONTHLY TIPS

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- Stay current on monthly trainings and Health Promotion Legal Updates
- Download WELCOA's Employee Health Bulletins
- View the WELCOA Faculty designated listing for inspiration

### QUARTERLY CHECK-INS

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- Freshen your skills with webinars and certifications on the Institute
- Explore the upcoming quarterly training schedule

### YEARLY UPDATES

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- Take the checklist
- Share your dashboard and executive summary (available in printable PDF) with leadership
- Review your checklist data and apply for a Well Workplace Award
- Attend the annual Summit

### DIY

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- Browse our products and receive 10% off automatically at checkout
- Initiate an incentive campaign, free with your membership!
- Are you hiring? Submit your job opportunity through [WELCOA's Job Board](#)
- Do you have a product or service to share with others? Become a [WELCOA Premier Provider](#)

# BENCHMARK TOOLKITS

There are seven benchmarks to a results-oriented wellness program, and they serve as the core of what we do. These toolkits will help you navigate through each step of the Well Workplace Process.

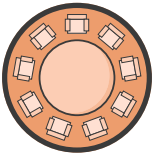


## Benchmark 1 Toolkit [VIEW THE FULL TOOLKIT »](#)

These resources will help you gain leadership support for wellness in your organization or those that you consult. You are given some questions to help put together your plan that assesses and gathers leadership buy-in. You also have access to a Wellness Leaders reading list.

### SUGGESTED RESOURCE [Assess Your Company's Leadership Support for Employee Wellness](#)

If you've been looking for a tool to assess your company's leadership support for wellness, here's a useful tool that can help you. Simply download the survey and it's ready for distribution. [DOWNLOAD THE SURVEY »](#)



## Benchmark 2 Toolkit [VIEW THE FULL TOOLKIT »](#)

These resources will provide you with ideas to create a wellness network within your organization. You will learn why they are important, what role they play and the characteristics of a well-managed wellness team.

### SUGGESTED RESOURCE [Wellness Champions and High Performing Teams](#)

Use this handy clickable graphic for fresh ideas for creating a cohesive wellness team. It also serves as a map to WELCOA's best toolkit resources for Creating Cohesive Wellness Teams. [DOWNLOAD THE INFOGRAPHIC »](#)

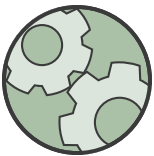


## Benchmark 3 Toolkit [VIEW THE FULL TOOLKIT »](#)

These resources will provide you with strategies for determining the type of data to collect to understand what your employee population needs in support of living their best life and to create a thriving work culture.

### SUGGESTED RESOURCE [Collecting Meaningful Data to Evolve a Wellness Strategy](#)

What types of data should you be collecting to determine the wants and needs of your population? Beyond biometrics and health risk data, this new toolkit will help you determine what information you need to know to help employees live better lives and create the organizational culture that you want. [DOWNLOAD THE PLANNING TEMPLATE »](#)

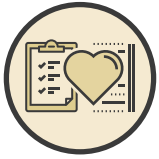


## Benchmark 4 Toolkit [VIEW THE FULL TOOLKIT »](#)

These resources will help you outline and organize your wellness initiatives as part of your strategic plan. You will learn about the key elements of developing your plan, from goal setting to evaluation.

### SUGGESTED RESOURCE [Wellness Program Operating Plan Template](#)

WELCOA has created this sample, planning template as a helpful tool for developing your strategic operating plan. This form allows you to outline and organize your wellness plan. [DOWNLOAD THE TEMPLATE »](#)



## Benchmark 5 Toolkit [VIEW THE FULL TOOLKIT »](#)

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These resources will help you align your well workplace strategy with decisions made to bring the right intervention to your organization. Determine why, how and what intervention you choose matters in the success of your wellness programs.

### SUGGESTED RESOURCE [Choosing Appropriate Initiatives Planning Template](#)

WELCOA has created this planning template to support employee health and wellbeing so they can succeed at what they want to achieve toward a thriving life. This can happen at the workplace and be aligned with the organization specific wellbeing vision and purpose. Use the toolkit items to enhance your decision making skills to bring the right intervention to your organization.

[DOWNLOAD THE TEMPLATE »](#)



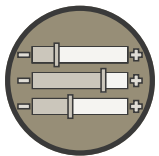
## Benchmark 6 Toolkit [VIEW THE FULL TOOLKIT »](#)

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These resources will guide your progress toward creating supportive workplace environments to support employee wellness. You are provided sample policies, environmental considerations and how to use nudges to encourage positive health and wellness behaviors.

### SUGGESTED RESOURCE [Sample Workplace Wellness Policy](#)

When preparing to create or review your workplace wellness policy, consider using this template. [DOWNLOAD THE POLICY »](#)



## Benchmark 7 Toolkit [VIEW THE FULL TOOLKIT »](#)

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These toolkit resources will help you understand the impact of your wellness efforts at the workplace to support employee health and wellness. Learn why it's important to evaluate your initiatives, how to communicate your offerings and how to celebrate successes with your program. Continuous improvement efforts are an important step within this benchmark.

### SUGGESTED RESOURCE [Sample Participation Feedback Form](#)

Do you know what your employees want in a health promotion initiative? So what's the best way to know the interests of your employees? Just ask them. Asking is as easy as distributing a survey that invites your employees to share their opinions.

[DOWNLOAD THE FORM »](#)

# EXPLORE RESOURCES

## Case Studies [EXPLORE CASE STUDIES »](#)

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Case studies share the why, the how, and the way to implement successful wellness programs of Platinum Award winners, industry leaders, and more.

### **SUGGESTED RESOURCE** [Physical Activity Intervention: Goodwill Industries of North Central Wisconsin](#)

Jeff Stieg, from the WELCOA Platinum Award winning program at Goodwill Industries of North Central Wisconsin, shares the physical activity intervention that they have been using in order to encourage exercise at work for both health and safety reasons.

[READ THE CASE STUDY »](#)

## Employee Education Materials [EXPLORE EMPLOYEE EDUCATION MATERIALS »](#)

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Employee education materials like monthly health bulletins and health observances fortify your objectives.

### **SUGGESTED RESOURCE** [Employee Health Bulletins](#)

As a WELCOA member, each month you will receive four monthly health and wellness bulletins and one related employee quiz.

[DOWNLOAD HEALTH BULLETINS »](#)

## Expert Interviews [EXPLORE EXPERT INTERVIEWS »](#)

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Expert interviews explore conversations between WELCOA and industry experts to share in their impact on wellness at work.

### **SUGGESTED RESOURCE** [Worksite Wellness: Strategically Designed](#)

Since 2015, WELCOA has invested in researching and developing their evolved Seven Benchmarks and Well Workplace Process as the foundation for building results-oriented workplace wellness programs. This R&D involved researchers, futurists, and experts in the industry—Jennifer Pitts, PhD shares insights that guided the journey toward WELCOA's evolved Seven Benchmarks.

[READ THE INTERVIEW »](#)

## Incentive Campaigns [EXPLORE INCENTIVE CAMPAIGNS »](#)

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Access a variety of incentive campaigns and prepare to deliver inspiring nutrition, physical activity, mental health or financial wellness campaigns over the year with engaging, already developed materials ready for implementation.

### **SUGGESTED RESOURCE** [Eat Right for Life](#)

The majority of illnesses and chronic diseases that are currently so prevalent in America are largely preventable--and in some cases, fully reversible--simply by eating the right foods. The Eat Right For Life Challenge will inspire participants to focus on the five basic tenets for making healthy food choices, as outlined in Dr. Ann Kulze's *Eat Right for Life* book. Participants are challenged to work toward healthy habits that will promote a lifetime of stellar health. [START THE CAMPAIGN »](#)

## The Institute for Wellness Studies™ [EXPLORE THE INSTITUTE »](#)

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The world of health promotion is changing rapidly. Do you have the skills needed to be a successful leader in your organization and industry? The WELCOA Institute curriculum is designed by leading experts in the field to teach you the competencies necessary to build excellent results-oriented wellness programs. Graduates will be able to implement innovative strategies for setting themselves and their programs apart.

### SUGGESTED RESOURCES

#### [Seven Benchmarks Overview and Introduction](#)

WELCOA is evolving the Well Workplace Process with a revamped Seven Benchmarks certification and training series. Join us for this introduction webinar and discover exciting new tools and strategies for the future of wellness in the workplace. Whether you're a seasoned professional needing a spark or you're building an employee wellness program from the ground up, we'll sharpen your focus for designing and delivering engaging results-oriented wellness initiatives.

#### [Seven Benchmarks Training](#)

Master the skills needed to design and deliver successful employee wellness initiatives. Receive an introduction to [WELCOA's Seven Benchmarks](#), our foundation for building and sustaining worksite wellness programs. Offering wellness at work as part of a comprehensive approach to taking care of employees can be challenging. WELCOA will take you through the logic behind why wellness at work makes sense, how to plan your approach and further training opportunities to dive deeper into the Seven Benchmarks. You will leave with a deeper understanding of how to successfully start and grow your initiatives, increase engagement and how to communicate your wellness value story.

[WATCH THE OVERVIEW »](#)

[EXPLORE THE TRAINING »](#)

## Training Calendar [VIEW TRAINING SCHEDULE »](#)

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We believe that healthy, happy employees are the key to creating thriving organizations. Our unique courses will give you the knowledge, skills and competencies to engage your team and cause your organization to thrive.

### SUGGESTED RESOURCE

#### [Health Promotion Legal Updates](#)

When it comes to building your worksite wellness program, do you know what types of incentives are permissible, what laws influence wellness program design and implementation, and how health reform, federal guidance and court cases will continue to change the rules for wellness? This webinar series will give you the skills and best practices you need to design your wellness program with confidence. The monthly series will explore the ever-changing legal landscape surrounding health and wellness programs in organizations. Each monthly webinar will explore a new compliance topic and leave plenty of time for attendees to ask questions regarding wellness compliance issues. Attending these webinars will provide essential information that your wellness program needs to be successful. This webinar series occurs every third Wednesday, monthly throughout 2019.

[EXPLORE THE WEBINAR »](#)

# MEMBER BENEFITS

A WELCOA membership provides you with training and tools you need to change organizational culture, increase engagement, contain costs, and improve the lives of your employees. Design your own highly personalized approach to wellness with WELCOA products and get inspired by members of your “tribe” at the WELCOA Summit.

## WELCOA PRODUCTS

We aim to motivate your team to become healthier and happier. WELCOA books, brochures, posters and more are the perfect resources to engage your employees and clients in wellness.

Place brochures and posters in your waiting room, staff lounge, or business office and create captivating organizational challenges with collaborative books and incentive campaigns.

As a WELCOA member, you receive a 10% discount on all orders through the store at [shop.welcoa.org](http://shop.welcoa.org).

## SUMMIT

WELCOA's Annual Summit is an unforgettable experience for health promotional professionals and wellness coordinators alike to gain exclusive access to the most exciting tools for the future of wellness. Meet your tribe and bring your staff to a one-of-a-kind conference you don't want to miss.

Receive 10% off your Summit Registration, as a WELCOA Member, through the store at [shop.welcoa.org](http://shop.welcoa.org) and receive a special WELCOA Member badge!

## CONTINUING EDUCATION UNITS

Earn CEU credits by completing courses on the Institute. Codes are instantly accessible on your Institute dashboard. CEU credits are typically approved for the following accreditations:

- Human Resource Certification Institute
- Society for Human Resource Management (SHRM)
- National Commission for Health Education Credentialing, Inc. (NCHEC)
- National Board for Health & Wellness Coaching





WELCOA<sup>★</sup>  
WELLNESS WORKS HERE

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