

TriLines

TRIFIT CORPORATE NEWSLETTER

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Consultants in Workplace Fitness and Wellness

The Kindness to Colleagues™ Program Tackles Organizational Stress from a Grassroots Level

Today's workplaces are faced with a unique challenge of needing to remain productive and competitive in an environment experiencing unprecedented change, resource shortages, downsizing, multiple roles, increased hours and greater responsibilities.

These realities are taking their toll. One of the most noticeable and alarming effects of the ever-increasing demands in the workplace is a greater propensity towards high levels of stress, which in turn are leading to high turnover, absenteeism, disability claims, lawsuits and, rising incidences of workplace violence. In fact, Canada was recently ranked by the International Labour Organization as being in the top five nations for workplace violence and assaults.

Kindness to Colleagues™ is a proactive program aimed at enhancing the well-being and sustainability of the organization at a grass roots level, countering the increasing and often hidden violence in the workplace and simultaneously facilitating the integration of a broad spectrum of organizational initiatives. It is a comprehensive program that can be integrated into any organization, large or small and on any budget.

The *Kindness to Colleagues™* program revolves around three key themes: Kindness to Oneself, Kindness to Colleagues and Kindness in the Community. These three themes can effectively bring together all the

existing programs that a company may already have for supporting its employees.

Kindness to Oneself is about encouraging people to nurture their health. An example of this is providing lunch-time workshops on healthy eating. *Kindness to Colleagues* draws in existing programs on diversity, sexual harassment, mutual responsibility in the workplace and expands them to include the new proactive component of kindness. Finally, *Kindness in the Community* encompasses all of the programs an organization supports in the community as well as tying in growing concerns for leading the way in corporate social responsibility.

The *Kindness to Colleagues™* program is a unique and effective way of putting a framework around various initiatives already occurring in the workplace. It promotes cross-pollination and team building between work groups by linking various corporate partners to ensure that "kindness" initiatives are coordinated and integrated into every aspect of the organization. The *Kindness to Colleagues™* program was successfully launched at Canada Trust in 1999 and received rave reviews from



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employees. Olivia McIvor, then the Regional HR Manager at Canada Trust was instrumental in the development and implementation of the program. Now with Kyosei Consulting in B.C. Olivia will be talking about the *Kindness to Colleagues™* program in Toronto on June 26th. To find out more see Workplace Wellness Workshops below.

Reference:

www.kyoseiconsulting.com
(see resources)

WORKPLACE WELLNESS WORKSHOPS

The Centre for Families, Work & Well-Being at the University of Guelph is hosting two full-day workplace wellness workshops this spring.

Thursday May 22nd: Introduction to Wellness will focus on a business model that organizations can adopt to get started on workplace initiatives.

Thursday June 26th: A focus on social support in the workplace featuring Olivia Mclvor, creator of *The Kindness to Colleagues™* program, as well as presentations and interactive discussions led by other experts in the field. This session will be co-sponsored by Tri Fit.

Both workshops will run at the Delta Meadowvale Hotel in Mississauga. For further information or to receive a brochure contact Veronica Marsden at (905) 820-9641.

Tri Fit Celebrates 25 Years in Fitness and Health Promotion

T R I F I T Celebrating a 25th anniversary whether a high school reunion, a marriage or business is



without a doubt a big cause for reflection and celebration. Tri Fit is pleased to announce that 2003 marks its 25th year in business!

Since 1978 we have witnessed the evolution of workplace wellness. The first wave focused on the basics of creating a safe and not-unhealthy workplace.

It then grew to include a more positive approach with the introduction of fitness facilities. We are now into the third wave, one that addresses work-life balance, stress and morale.

The reasons why organizations jump on the wellness bandwagon are as diverse as the companies themselves. For some the impetus has to do with controlling health care costs while for others it is a way to attract and retain top talent. The bottom line is that organizations are realizing that employee health and well-being is directly related to the overall health of the organization.

We would like to take this opportunity to thank all of our clients for their business and support over the years.

We would also like to thank our dynamic team of over 30 professionals for their commitment to Tri Fit, to our clients, and to advancing the field of workplace wellness.

TriFit@HOME

A HOME-BASED FITNESS PROGRAM THAT REALLY WORKS!

According to current research from Health Canada, 63% of Canadians are not active

enough to obtain health benefits. One of the biggest barriers to physical activity is lack of time.

In response to this, Tri Fit has developed Tri Fit @HOME, an affordable 12-month circuit training program which allows employees to work out in the privacy of their own home at times convenient to them. The program also has the added benefit of impacting family members.

Some organizations have incorporated the Tri Fit @HOME program into their fitness subsidy program.

The Tri Fit @HOME manual



contains a wealth of information to help you get started and stay motivated including 12 monthly circuit bulletins, detailed

exercise descriptions complete with photos, a mini self-scoring fitness assessment, heart rate and Body Mass Index charts, nutrition and stretching guidelines, personal tracking sheets, and more.

Tri Fit has partnered with Fitness Depot to provide the fitness equipment for the program. The equipment includes dumbbells, exercise tubing, an exercise mat and a stability ball.

For more information on Tri Fit @HOME contact Sue Pridham, 416-480-1716 or pridham@trifit.com.

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