



Learning Circle on Workplace Wellness

September 19, 2007

2006-07 Learning Circle

- 22 members
- 20 organizations
- 17,000 employees
- Size range: 9 to 5100+
- Mature programs & fledgling programs
- Mix of HR & health experience

Impetus for Learning Circle

- Workplace Health Promotion Survey
- Anecdotal evidence
- Time is a finite resource.
- Buddy systems work.

Learning Circle - is

- Self-directed group of peers
- Highly flexible in structure
- Interactive
- Focused on learning, not teaching
 - *Everybody learns; everybody teaches.*

Players

- Heart Healthy Waukesha County
- Advisory Council
- Learning Circle members

Heart Healthy Waukesha County

- Mission
- Areas of focus
- Health + quality

www.healthywaukesha.com

Advisory Council

Whose work will be affected?

Involve them now!

Advisory Council – initial ask

- Advice and assistance (3 month)
 - Guidelines
 - Pre-launch planning
- Support (over time)
 - Resource for LC content

Everything we asked for and more

- 18 months and counting
- Yahoo group
- Advocacy
- Evaluation assistance
- Alternative meeting venues
- Fiscal agent
- Funding assistance (planned)

Competitors can collaborate

- Identify self-interest
 - (e.g., bigger pie, service for their customers)
- Set explicit ground rules
 - (e.g., the Learning Circle may not promote specific products, services or organizations.)

Members = active players

- Memo of understanding
 - Assure Learning Circle meets your needs
 - Make progress on your program and share what you learn
 - Offer regular feedback for improvement
 - Provide data for program evaluation

Member challenges

- Mature programs & fledgling programs
- Mix of knowledge and skills
- Lack of common language

Member needs & interests

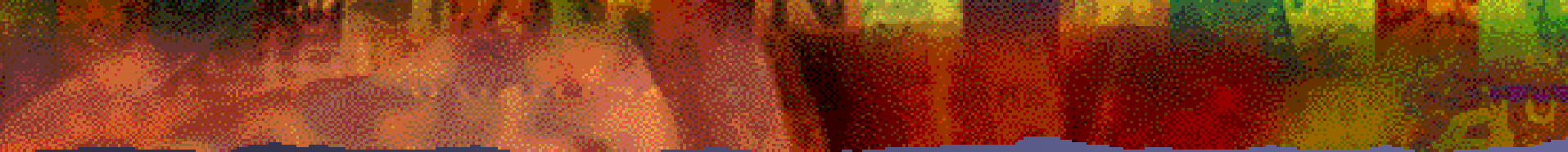
- Pre-test of knowledge and skills
 - Priorities
- Process evaluation
 - Meeting feedback forms
 - Mid-year survey
- Impact evaluation
 - Workplace Health Promotion Survey

Changes for second round

- Continuing members & new members
- Support package
- Special focus workshops

Key learnings

- Ask: Whose work will be affected?
- Honor self-interests.
- Develop ground rules up front.
- Take time to build common language.
- Focus on the customer.
- Learn and have fun together.



“We are here to learn, to have fun and to make a difference.”

- Dr. W. Edwards Deming



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