

Personal and Organizational Wellness

Personal Wellness (Physical Health Management & Lifestyle Management)

The Missing Piece | The what and why of Personal Wellness | Areas of Wellness for the corporate executive | Physical Health Management (skin, asking your physician the right questions about your health, linking hormones and sex with wellness, fitness and nutrition.)

Personal Wellness is about total self-care – physically, mentally and emotionally. It's a choice, and it takes courage and commitment. I define it as having a healthy mind and body that can consistently sustain the **energy reserves** or **resilience** you need – not just to navigate the day to day, but also to meet exceptional circumstances beyond your control (*such as a pandemic*).

For many of today's top executives, Personal Wellness is the missing piece. Yet, a lack of focus on Personal Wellness has serious costs to them and their organization. More and more research is pointing to the connection between the **happiness of our relationships** and the **longevity of our lives**, and the **impact of stress** on our biology.

Executives may be highly successful in a monetary sense – making big salaries and living in luxurious homes. They may be **respected leaders** in their organizations – learning continuously about how to master their leadership skills. And yet, often because of their **higher-paced lifestyle**, they may eat poorly and be out of shape physically. Furthermore, they may be living at such a **higher level of stress** that they cannot truly enjoy the benefits of their position, financial rewards, etc., and may even be compromising their long-term health. The desired outcome is to be healthy, live a quality life and continue to reap the benefits of all their hard work now and in **retirement**.

The insights in **All Together Now** related to the questions below can make a huge difference to your personal life, professional performance, and organizational success. By integrating your Personal Wellness with your Personal Vision and Personal Leadership, you open the gate to greater **strength, energy**, and **vitality** along with more **peace** and **contentment**. And by aligning and integrating all three – vision, leadership, and wellness – you will be able to **live your dream life now**.

Physical Health Management

Developing a Personal and Organizational Vision helps clarify what is most important in life. Personal Wellness is the **sustaining force** for consistent executive success.

- Are you confident in asking yourself and your physician the right questions about your health to be proactive and stay focused on your **health related goals**? Are you aware that **hormones and sex** remain an important dimension of your Personal Wellness as it relates to both your physical, emotional, and **mental health**?
- Do you find time for **fitness** regularly? (*i.e. Tai chi, Qigong, Pilates, Yoga, ELDOA, Nordic Pole Walking or hiking, dancing, etc.*)? Is it an activity you love to do so you will sustain it?
- Is your **weight** appropriate for your body size and structure? Do you prepare your body in advance for different sport/physical activities to avoid injury (*i.e. tennis, golf, etc.*)?
- How knowledgeable are you about **proper nutrition** related to your health and lifestyle?
- Do you know how to find and select the best **health practitioners** (*nutritionist, medical doctor, naturopath, or homeopath*) for your specific needs?

Personal Wellness and [Lifestyle Management](#) | [Work-Life Integration](#) | [Managing Stress for better quality of life](#) | [Mindfulness, Meditation, Rest and Relaxation](#) | [Image Consulting for the corporate executive](#) | [Happiness, Success, Fulfillment, Forgiveness](#) | [Personal Finance](#).

Lifestyle Management

Personal Wellness also relates to the lifestyle you design for yourself; a lifestyle that is reasonable, feasible, attainable, and lets you experience a high level of physical, mental and emotional well-being.

- How would you rate yourself on **work-life integration**, and how well do you manage your stress at home and work?
- How resilient are you? What keeps you calm? Do you practice **Mindfulness Meditation** or other meditation? Do you **journal**? Do you appreciate nature and its tranquility to support your **peace of mind to re-energize**?
- Do you ensure you have time for **rest and relaxation** in your day – with more time for fun and social activities on the weekend?
- Do you understand how a **lack of forgiveness** can negatively impact your health?
- Are you confident and have the skill set to select the best **Financial Advisor** to meet the specific needs for you and your family?

Over twenty years of coaching experience has taught me that when executives are highly committed to a crystal-clear Personal Vision linked to an Organizational Vision, have great leadership skills, work-life integration and self-care, they live an **unbelievable life**. Not only can they achieve what they desire, they can sustain it. It is the integration of vision, leadership, and wellness that provides **The All Together Now Advantage®**. Achieving that integration is a **compelling journey, not a destination!**

*Take your Personal Wellness to the next level by reading **All Together Now**.*

Organizational Wellness

Planting the seeds of integrating Wellness with Vision and Leadership | Who is responsible for Organizational Wellness | Why Organizational Wellness is key to your long-term success and survival | What areas make the difference for Organizational Wellness | Supporting Work-Life Integration.

Progressive organizations understand that their top priority is taking care of their people and supporting them. Organizational Wellness sustains performance and **sets employees up for extraordinary success**. In a nutshell, it's about healthy people working in healthy organizations to achieve **healthy profits**.

It's simple – not easy, and takes commitment. The importance of Organizational Wellness must be **embedded** in the **Strategic Business Plan** and **linked** to both Organizational Vision and Organizational Leadership. Unless it is supported by behaviors and actions of the executives/leaders, the organization and employees will not achieve the potential benefits and ROI. It is about the organization and its leaders developing a **collective mindset about the importance of Wellness**, and then through personal example, dedicating the organizational resources to create and maintain it.

HR Magazine (2019) requested my expertise on the subject, and I explained that while **leaders** need to make Wellness a lifelong habit, **organizations** need to create a culture that values and promotes wellness by having a clear focus on Wellness in their Vision, Values, Strategic Business Plan, and employee-based initiatives.

The strongest link between Organizational Wellness and Personal Wellness is the leaders demonstrating that they support Organizational Wellness. **It's about actions, not words**. Leaders and employees who incorporate wellness into their daily habits and behaviour are then better able to maximize their skills and potential at work.

After developing **The All Together Now Advantage®** in 1995, and as a leading edge expert on the topic – it was very gratifying to learn that in 2015, **Ivey Business School/Western University** conducted a **White Paper/Study** on **Corporate Wellness**. Their document provides evidence and greatly substantiates academically the corporate/organizational wellness insights in **All Together Now**. The links between this foundational **White Paper/Study** and this book are key critical learnings and leading edge information for all organizations. In fact, the Model that I developed called **The All Together Now Advantage®** ties all the critical components together.

Highly successful executives, leaders, and staff working in a healthy workplace environment with minimum absenteeism and great work-life integration bring **The All Together Now Advantage® Model** full circle. When you have aligned your personal vision, leadership, and wellness with the organization's vision, leadership, and wellness, both you and your organization can soar like an eagle!

- Why should organizations make wellness a priority for employees?
- What will the total compensation program accomplish from a wellness perspective for executives and all levels of management?
- Does the "intent to pay for performance" include a long-term commitment related to the wellness of executives versus a performance-only focus – which can potentially cause burnout?
- What wellness services will be provided in your organization?

To make **Canada's Top 100 Employers** list, organizations are rated on the basis of eight different categories: physical workplace; work atmosphere and social; health, financial, and family benefits; vacation and time off; employee communications; performance management; training and skills development; and community involvement. These categories are a good match for what most corporate executives look for in organizational wellness.

Research shows that highly marketable executives want to work for organizations that support overall wellness, a healthy and positive working environment, flexibility around time for family and personal health, and have competitive salaries. They understand that they need wellness in both their career and family life.

The role of the organization is to provide development, which enables executives to **stay marketable and work in a healthy environment** so that the executive, in turn, will demonstrate a **high level of performance** for the organization. The role of the executive is to take full advantage of the benefits provided to significantly contribute to the organization — it's definitely a win-win!

The current shortage of executive talent and leaders is the single most critical issue facing organizations. Therefore, it makes good business sense for organizations to look at **compensation with a "broader" view** to include non-cash compensation initiatives. They understand that when they respect the **work-life integration** of corporate executives and their staff, it **increases productivity and profit**.

[Learn more about how Organizational Wellness can enhance your overall life by using this guidebook.](#)