

Gail Voisin's Executive Summary of White Paper

To save you time, below are the solid links between;

The published White Paper entitled *Management Behaviors Drive Workplace Wellness Program Result: the SMIL Model* by Shivani Parihar and Michael J. Rouse, Ivey Business School at Western University, London, Ontario, Canada_(2015)

AND

My book called *All Together Now – Vision, Leadership and Wellness* (Dundurn Press, 2011).

1. This White Paper is a scholarly research paper designed to communicate **why** Wellness is important to organizations and employees, and **how** to introduce and manage such a program successfully and sustainably. The concept seems to be that although Wellness is a personal commitment, it can be affected by the degree of organizational support in terms of program design and funding, and leaders in terms of participating and modelling positive wellness behaviours.
2. There is definitely compatibility with my book in the area of Wellness. The book addresses Wellness from a Leadership and Organizational perspective. This paper is more detailed on the Organizational side of the equation than the book, and so is a definite extension of the information in my book.
3. The importance of leaders in reinforcing Organizational Wellness is mentioned numerous times in this paper – most strongly on pages 5, 7, 8, and 11. The Wellness Model in the White Paper definitely explores in greater depth the Wellness component of ***The All Together Now Advantage® Model***. My Model focuses on executive level leaders and aligns two other dimensions with Wellness, which are not addressed in this White Paper, namely Vision and Leadership. It's interesting that the paper identifies that for it to work - Wellness must be reflected in the Organization's Vision and Business Plan!

Leaders who practise and promote Wellness may still not be effective without the teachings around Vision and Leadership to achieve true success and happiness in career and life – and that's what my Model demonstrates.