

ToolBox

Healthy Organizations

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**“The Wellbeing of the Individual
is essential for the Organizations
own Wellbeing”**

Einar Stokke 2000



Wellbeing

Without changing our patterns of thought, we will not be able to solve the problems we created with our current Patterns of thought.

Albert Einstein

**To live well is to work well,
or display a good activity.**

Thomas Aquinas

**Work is along with love the
most important to people!**

Sigmund Freud

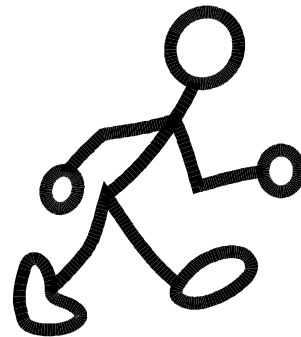


Why do I work?

What does Work mean to YOU?

How are we rewarded?

How am I motivated?



Tools

**Mechanisms, Processes, and
Ideas designed to increase the Wellbeing at Work.**



Toolbox in the Context of the Wellbeing Framework

HEALTH SYSTEM

Laws and regulation
Funding Mechanism
Major Delivery System
Typical Tools
Driving Forces
Benchmarks



TOOLS

Policy Arrangements
Management Arrangements
Work Design
Evaluation/Accreditation/
Measurement of Outcomes
Benchmarks

Philosophy

The Wellbeing of the Individual is essential for the Organizations own Wellbeing



Challenge

What kind of arrangements should be implemented in order to achieve the optimal Wellbeing for the individuals.

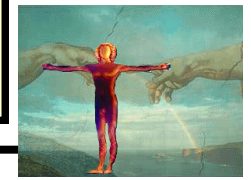
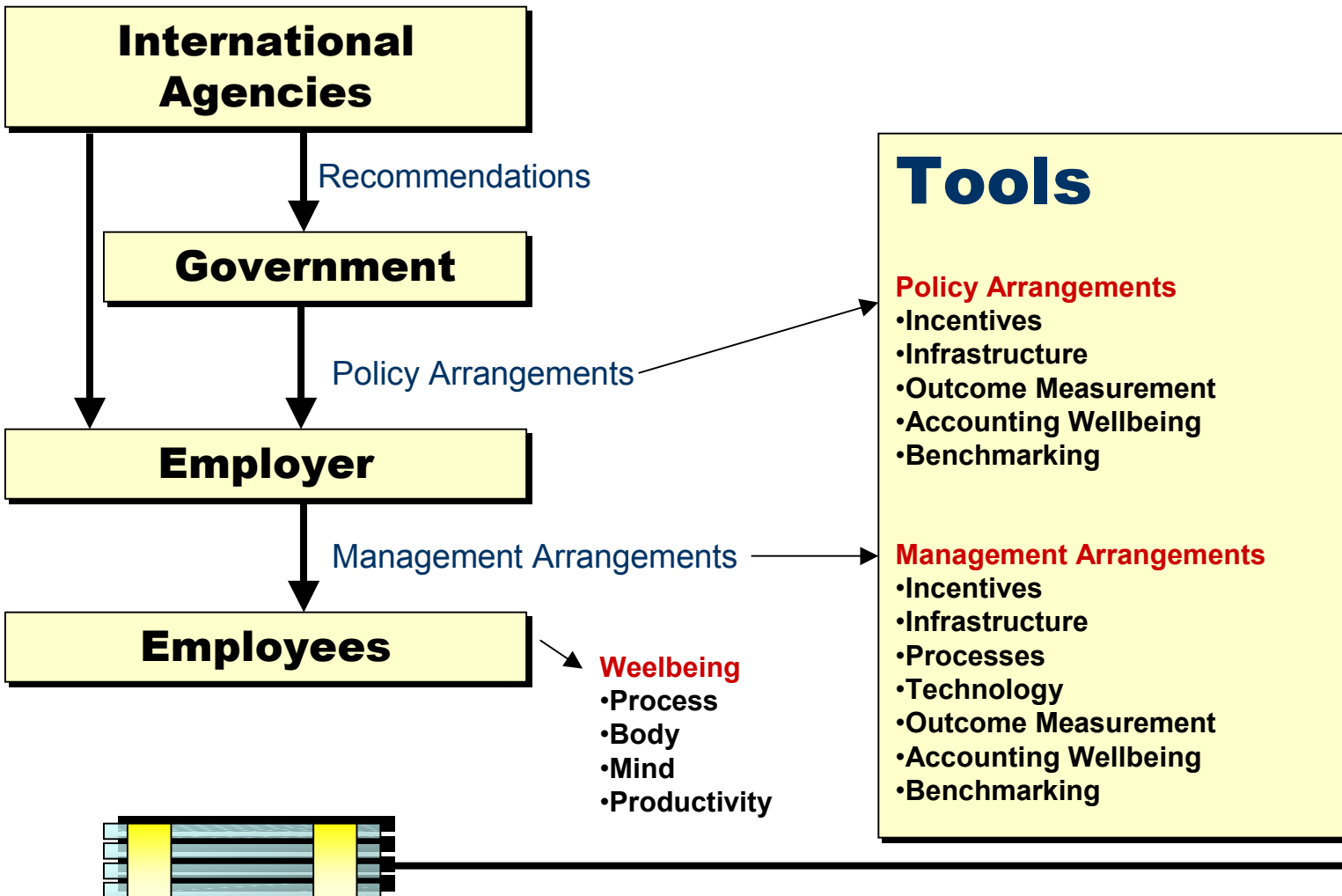


The Solution?

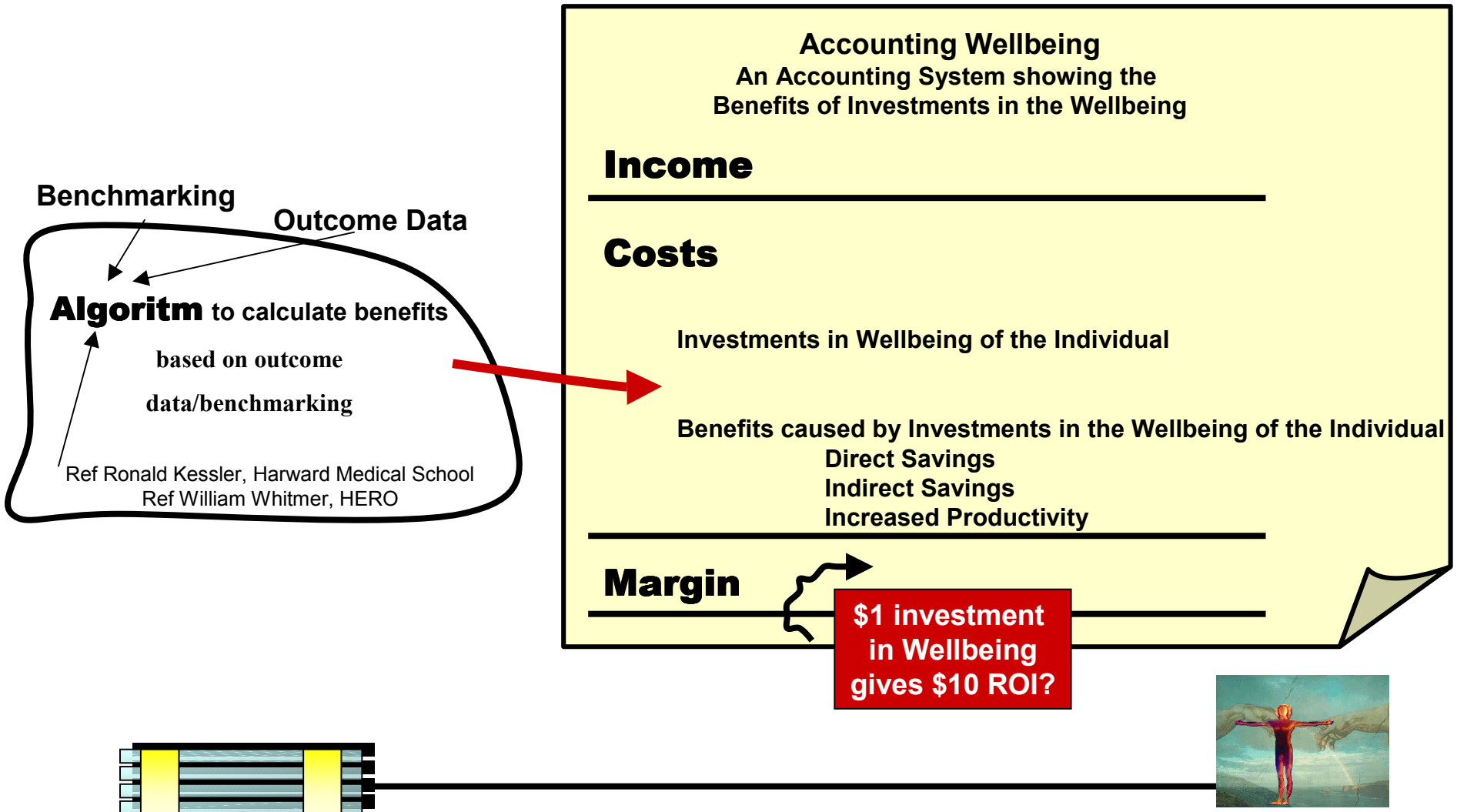
There is no school solution but....



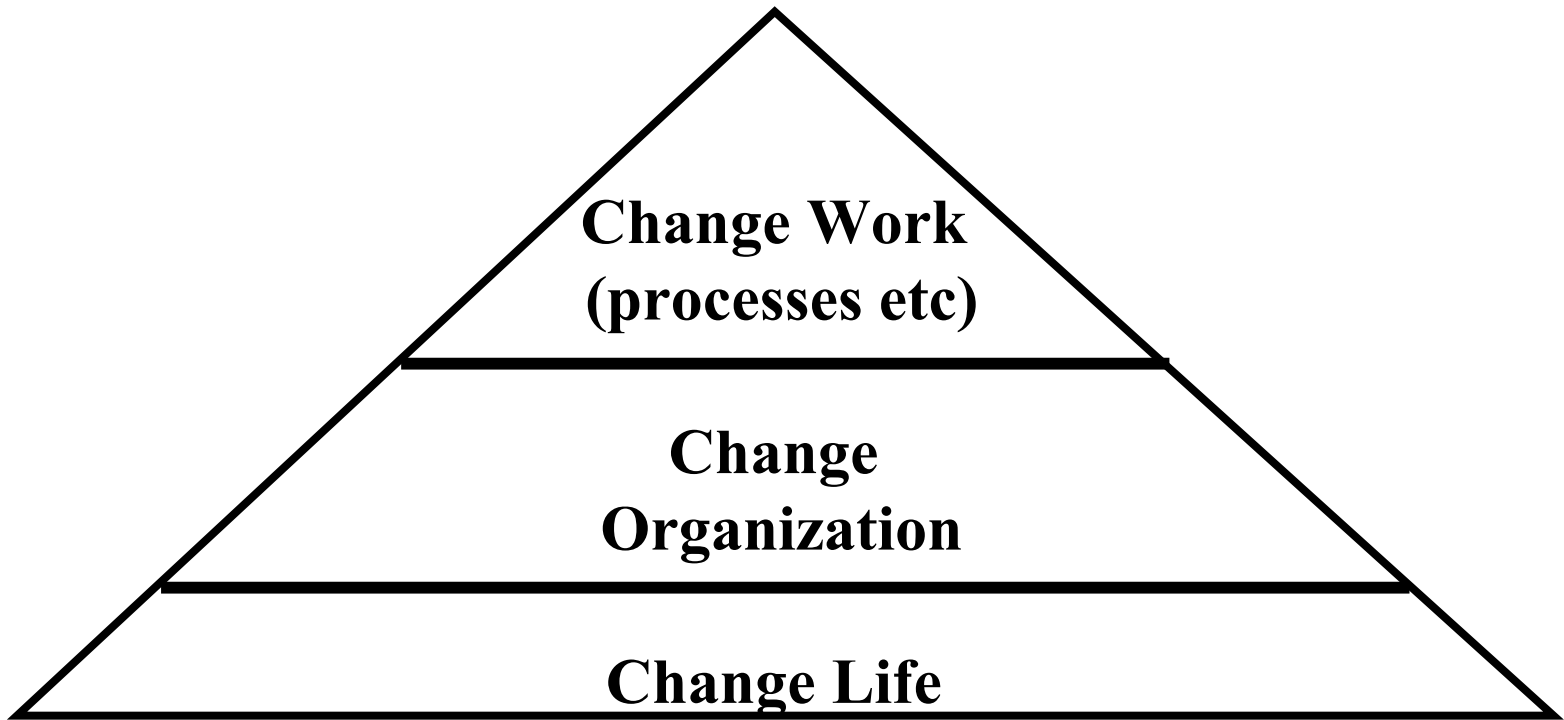
Overall "Business Model" to increase the Wellbeing in the Workplace



Accounting of Wellbeing



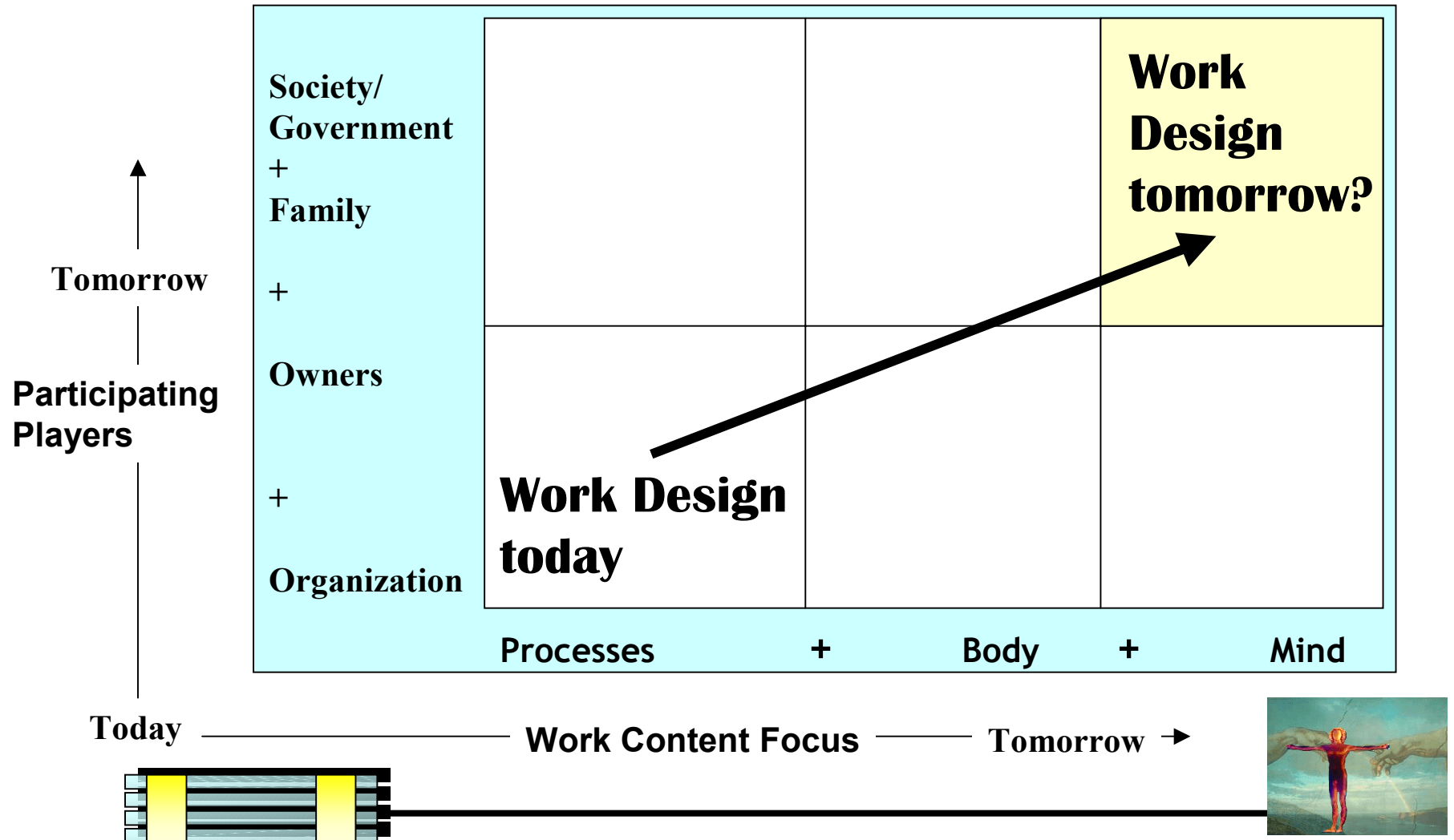
How do I increase the wellbeing at Work?



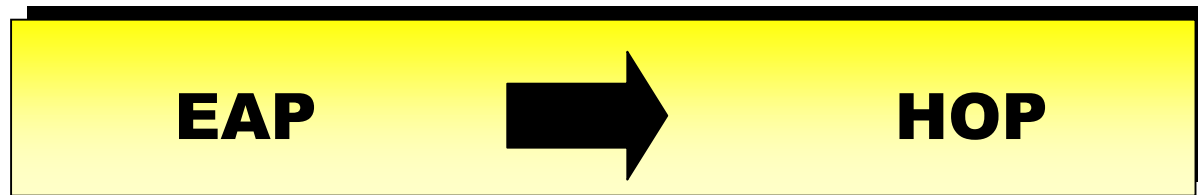
Issue: Change Management



Work Design Today and Tomorrow



Is there a Need for a new Terminology?



From Employee Assistance Programs
to Healthy Organization Programs?



What is HOP?

- Adaptation and application of tools and concepts to increase the wellbeing among individuals either direct or indirect
- Opportunities exist in all organizations and countries to apply many of the HOP tools
- The way to implement tools vary from culture to culture



HOP's in the New Economy

- The Informed Consumer
- Virtual Organizations
- Information technology/Internet

