

WCWI Blog

June 9, 2022



Milwaukee Area Learning Circle Recap: 5 Drivers to an Engaged Workplace

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Learning Circle

Reflection:

"The information presented from this specific experience left me feeling energized and encouraged to remember to consistently evaluate my working environment and how I can be best positioned to be efficient in my role, as well as learn how to effectively communicate and advocate for that on behalf of not only myself, but my fellow colleagues!"

-- Carley Hoelzel, WCWI Team Member

Hi {FIRST_NAME|Valued Customer},

Yesterday, Wellbeing Strategists and People Leaders throughout Wisconsin attended our 2nd in-person Learning Circle this year. Together at the EUA building in Milwaukee, we learned from Heather Turner Loth and Brady Mick who guided us through a discussion and activity around the 5 drivers to an engaged workplace.

This year, through our 2022 Learning Circle sessions, WCWI, alongside expert speakers, will continue to educate and equip people leaders on topics of wellbeing. Over the course of the year, we will host 4 in-person statewide Learning Circles that contribute to the depth, breadth, growth, and sustainability of the influence of a wellbeing strategist. Each session will encourage your individual growth on various topics paired with the contemplative practice of skills identified in your WCWI Inventory for Growth. Each session will translate into a greater impact on your career and on the progress of your organization's employee wellbeing strategy.

Everybody Learns & Everybody Teaches
at WCWI Learning Circle Sessions.

We look forward to seeing you in-person this year in August and November. Click the link at the bottom of this article to register for the upcoming Learning Circle in Milwaukee, WI on August 17th.

5 Drivers to an Engaged Workforce



Learning Circle Reflection:

"Attending WCWI's June Learning Circle left me with a renewed sense of consciousness for the well-being of not only myself, fellow employees, but our company as a whole. It provided me with an insight of not only WCWI's core mission but also the main contributing factors of a "well workplace." It's clear that the work employers put into their employee's wellness will return ten-fold and the Learning Circle allowed me to analyze and reevaluate what that truly means."

--Casey McKenna, WCWI Team Member + first-time Learning Circle Attendee



Yesterday, we learned from our [Expert Contributor](#) and a recent study from Gallup that 36%-1/3 of the workforce actually want to be at their job. This means there is roughly 1/3 engagement at work. Across the industry channels, employee retention and recruitment is the hot topic and top priority for most organizations right now. The "Great Resignation" is all too familiar for many of Wisconsin's employers. WCWI has added 4 new openings at member organizations to our [job board](#) in the last month.



What does this have to do with worksite wellness? How does this impact employees? What can we do about it?

At yesterday's Learning Circle, we learned that the 5 drivers of an engaged workforce are:

1. Wellbeing: Access to nature, enclosures and a safe space for peace, amenities + support such as mother's rooms.
2. Safety + Security: Ergonomics, acoustics which allow for greater focus, avoiding whisper culture and looking at psychological safety.
3. Brand/Identity: Experiential, displaying the work that has been created by teams, personalization-your personal brand (especially important in a Zoom world)
4. Knowledge Sharing: Mobility-are you able to move around easily to collaborate with staff? Proximity to be near teams and interaction + retreat in order to connect and then find quiet to process and work.
5. Trust + Empowerment: This is the top of the pyramid. Let employees be their best selves, model behavior, provide a variety of spaces and work settings, provide employees control and choice over their work environment, give flexibility and autonomy over the flexible space.

We heard a sentiment that was echoed from the April MRG where we discussed strategy around time.

"Divorce yourself from time and the parameters around time."

Milwaukee Area Learning Circle Session

Wednesday, August 17, 2022

11:30 AM - 1:30 PM at Summit Credit Union | Milwaukee, WI

Wellbeing Themes Covered in Session: Coaching | People | Communication | Compassion | Financial Wellbeing



Connect with Heather Turner
Loth, MCRw HERE

Speaker & Facilitator: Amy Crowe, CUDE, CEPF Financial
Education Specialist | Summit Credit Union

Your Employee Benefits – The Hidden Financial Wellness Strategy
Now more than ever, financial wellness is the key to strengthening
all the other wellness dimensions. To take a step forward, we often
must take a step back and review the benefits that are already
being provided. Participants will explore how their current
employee benefit package can be a strategy in impacting
employee's financial wellness. Through reflection activities we will
identify opportunities to increase usage in employee benefits and
create impactful stories to improve overall wellness.

[Register for the next Learning Circle](#)



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