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Columbus Community Hospital alongside E.K. Machine Co. Inc. - Fall River WI, Robbins Manufacturing - Fall River WI, Schuman Printers – Fall River WI, and American Packaging – Columbus WI, is striving to combat obesity by introducing options for a healthier lifestyle. In Operation Overhaul 2.0, CCH team members are onsite at each of the participating companies to engage with their employees in a worksite wellness program designed to help employees and their families build and maintain a healthier lifestyle. This includes providing support, guidance, and resources on physical activity, nutrition and many other personal lifestyle factors. CCH strives to empower each employee and family to be healthier and stronger, by guiding them along their journey!

These changes do not happen quickly, it takes time, support, motivation and some friendly competition. Operation Overhaul 2.0 provides support, incentives and resources that may be unavailable or unknown to many employees. Engagement is heightened when employees can participate on-site and feel their employer is looking out for their health and wellness. Through Operation Overhaul 2.0, participants engage in a yearlong wellness program that contains four intensive periods, each lasting 4 weeks, with weekly on-site visits and interactive challenges. The year-long time frame allows participants to move through stages of change at their own pace; allowing for self-efficacy and self-accountability to develop. Most people do not save money because they are told to, just as many will not lose weight because they are told to. The unique part of this program is each participant can choose their own path and put energy into the personal goal that means the most to them.

The one month long intensive periods (four throughout the year) are founded on the root causes of obesity: physical activity and having an active daily life, eating a nutritionally balanced diet, managing weight, and lifestyle habits (including proper sleep, stress and anxiety coping and management, smoking cessation and even finances). The intensive periods allow participants to put the pieces of lifestyle change together and gain more confidence in their actions. Healthy eating often comes with better sleep, better sleep may improve with physical activity; it is all connected in the grand picture of wellness. This program gives each participant the opportunity for frequent and consistent support and on-site interaction during these times, aiding them in finding the “flow” of behavior change that is at the right pace for them. After all – “No Man is an Island” – many people thrive from vicarious experiences of those around them and it helps to have others around you experiencing the same challenges and achieving the same goals.

During non-intensive periods, CCH continues to be on site offering one-on-one consultations, lunch and learn education sessions, demonstrations, activities (including online availability with the new OO 2.0 CCH webpage) and events. Participants are encouraged to attend community events or even proudly hand in their walk/run event outcomes for points. The variety of “points” with OO 2.0 emphasizes to participants that wellness and health is an exciting and diversified arena. *Presence is more than just being there.*

Are worksite wellness programs effective? Yes! Is it easy for companies to provide the commitment of time to reach their employees on-site? Not always. The outcomes of worksite wellness programs are often “unmeasurably” influential and effective. The positive and significant changes participants can make in their

own lives and those around them cannot always be measured by the standards most want to use. Last year, participants, together, lost over 151 inches from their waist line and 343 lbs., increased sit-up repetitions by over 294 and pushups by 329, improved their average heart rate and decreased their blood pressure, increased flexibility by over 248 inches and plank duration by 1,910 seconds! This year we are anticipating even better results because of the improvements and changes made in Operation Overhaul 2.0. A domino effect also occurs – i.e. a participant didn't thrive but their spouse improved their health, someone who wasn't ready during the program came in as an Outpatient 6 months later, someone who hasn't eaten a fruit or vegetable starts bringing them to work and being more mindful of their diet, someone who had recent knee surgery completed a 5K walk, someone got ahold of their emotional eating, someone learned to cook for their family. Overall, the most rewarding part of this program is the participants!! Whether it is a 25 year old or a 62 year old, give someone the opportunity to learn and change and they will utilize the resources given to them. To this day, many still come in for Outpatient Nutrition services even 18 months after program completion!

While the program targets Columbia County's high rate of overweight and obesity, the focus and end results of the program are not based on weight loss achievement or becoming a trained athlete. The true intention is to offer and expose employees to long-term health and wellness changes and to sustain the motivation to live a healthier lifestyle *well into the future.*

*"When our company indicated they were going to give us the opportunity to attend a health & wellness program called Operation Overhaul, my initial reaction was curiosity and this will give me an opportunity to get away from my desk so...I attended. The initial meeting was interesting and sounded like a good challenge. So a number of co-workers and I took the challenge and we began eating better and exercising more. We wanted our team to "win" and in the long run we did win. I started with 20 minutes of exercise and quickly worked up to 40 minutes or more. With lots of nutrition tips the pounds were coming off each week (sometimes 2-3 and sometimes up to 5#). This has inspired me to continue as is the case with a number of my co-workers. My energy level has increased, I look better and feel better and after time I was able to go off my blood pressure medicine. My family is eating better and working out more too. I can't say it was easy, however, it was and is worth it! I am very grateful to my company, Columbus Hospital team and especially the Dietitian for the information, help and ongoing support. It has changed my life for the better!"*

Former OO participant, 2014 in Fall River, WI

*"I took advantage of the program first because it was offered by my company, and I could interact at work with the people providing the service. Second, the program also started at about the time I noticed an increase in my blood sugar, along with an increase in my weight. My objective was to lose sufficient weight to drop my blood sugar into a more normal range. I dropped about 15 pounds in the course of the program. And brought my blood sugar down to a point where I was able to cut back my medication by close to 50%. I've kept the weight off and kept my blood sugar lower over the last year."*

Former OO participant, 2014 in Cambria, WI