Health at the workplace: perspectives of corporate management

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WHO Healthy Workplace Model: Avenues of Influence, process and core principles
5 Keys to Healthy Workplaces:
No Business Wealth without Workers' Health

Key 1:
Management's commitment and engagement

Physical Work Environment
Psychosocial Work Environment
Personal Health Resources
Enterprise Community Involvement

Leadership Engagement
ETHICS & VALUES
Workers’ Involvement

No Business Wealth without Workers' Health
PERSON Leadership power ORGANISATION

Success responsibility Superior Caring responsibility

Increase in personal Leadership practice Increase in work/life quality institutional success

Leadership consequences Leadership Success Impact on personal work Impact on personal conditions/relations work/performance behaviour

Impact on personal work/relations
5 Keys to Healthy Workplaces: No Business Wealth without Workers' Health

Leadership Engagement

ETHICS & VALUES

Workers’ Involvement

Key 2:

Involvement of workers and those representing their interests

Physical Work Environment

Psychosocial Work Environment

Personal Health Resources

Enterprise Community Involvement
5 Keys to Healthy Workplaces: No Business Wealth without Workers' Health

Key 3: Business ethics and legality

Leadership Engagement

ETHICS & VALUES

Workers’ Involvement

Physical Work Environment

Psychosocial Work Environment

Enterprise Community Involvement

Personal Health Resources
our values: trust, responsibility, engagement

Values are for us a matter of how to deal with each other. They guide our thinking and actions. A great challenge we have to face every day.
5 Keys to Healthy Workplaces:
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Key 4:
Establishing systematic and comprehensive processes

- Physical Work Environment
- Psychosocial Work Environment
- Personal Health Resources
- Enterprise Community Involvement

Mobilisation
Resource development
Assessment
Prioritisation
Planning
Implementation
Evaluation
Improvement/adjustment
Improvement/adjustment

World Health Organization
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<th>Management functions</th>
<th>Management</th>
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<td>Organisation</td>
<td>Personnel management</td>
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<th>Supply functions</th>
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<td>• Financial management</td>
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<td>• Information and knowledge management</td>
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<td>• Infrastructure Management</td>
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<td>• Personnel management</td>
<td>• Distribution</td>
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<th>Cross-divisional functions</th>
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5 Keys to Healthy Workplaces: No Business Wealth without Workers' Health

- Physical Work Environment
- Psychosocial Work Environment
- Enterprise Community Involvement
- Personal Health Resources
- **Key 5:** Sustainability and integration
What should it be like?
- Implementation plan
- Identification of improvement potentials

What are we doing and how?
- Implementation
- Optimise processes

What still needs doing?
- Plan introduction
- Documentation
- Check compliance

What was achieved?
- Check
- Approve, or
- Carry out further optimisation
How should managers act

- A • managing with fairness
- B • strengthening the self esteem of employees
- C • motivating staff by encouraging them
- D • guiding with appreciation
areas of intervention

- getting started with management
- Job design
- Team cooperation
- Wellness
- Survey
- Ergonomics
- WHP as an executive function
- Stress management