



BENCHMARK #4: CRAFTING AN OPERATING PLAN

10 THINGS TO CONSIDER WHEN DEVELOPING YOUR WELLNESS OPERATING PLAN

Planning Comes Before Intervention

Take these things into consideration as you embark on the important step of creating your wellness operating plan.

- #1 Your operating plan is what ensures your program will address your organization's values and your employee's needs.
- #2 Planning IS dreaming.
- #3 Vision is EVERYTHING.
- #4 Use words that echo your organization's broader culture, mission and values.
- #5 A good plan today is better than a perfect plan tomorrow.
- #6 Share your plan with all key people (and ask for feedback and support).
- #7 Be patient with the planning process (it takes longer than you think).
- #8 Anticipate every question that could come up while planning and develop good short answers.
- #9 Use your company's planning process.
- #10 Never copy someone else's plan. It will be tempting but don't do it.