

Walk the Walk: Leader Wellness “Rhythm” Meetings Guide

Instructions: Developing a system for leadership team meetings where wellness is prioritized is one of the most valuable tools for embedding wellness into the day-to-day work experience. By setting leadership meetings focused on wellness and well-being, you create an opportunity for strong alignment; clear goal setting; and space for input, inspiration, engagement, and increased empowerment. Although there are no “right” or “wrong” ways to establish these meetings, they must work to accomplish the following.

1. Create opportunities for team-based and collective idea sharing on how to impact individual, team, and company wellness.
2. Provide one-on-one time between team members and their individual leader to openly (and in real time) talk about feedback, have courageous conversations, and discuss barriers to wellness.
3. Offer one-on-one time between team members and their individual leader to openly talk about career aspirations and develop a plan for enrichment, development, and empowerment (see the **Individual Wellness Plan**).
4. Facilitate valuable team bonding time to take stock of where the team has come and where it still needs to go.
5. Encourage opportunities for teams to come together, collaborate, build authentic relationships, and develop empathy for each other’s wellness journey.

TAKE ACTION!

1. Establish individual and team weekly rhythm meetings.
2. Incorporate the sample wellness agenda prompts into your rhythm meetings.
3. Follow up and take action.

Wellness Rhythm Meeting Guidance: To effectively accomplish the objectives above, we’ve put together a guide to help you structure the right wellness rhythm to keep your team members aligned, engaged, and empowered. There are two core meetings we recommend: the Individual Weekly Wellness Rhythm and the Team Weekly Wellness Rhythm. If you already meet with your team members and team regularly, consider baking in additional wellness topics and check-in points to those existing meetings.

Why Wellness Rhythm Meetings? All leaders should make it a point to connect with each team member AND their full team at least weekly in a structured way. This means putting the weekly rhythm on the calendar and creating the discipline around checking in. The simple power of having these structured discussions enables leaders to connect with the humans on their team and understand challenges in checking in. This also fosters increased psychological safety and strengthens commitment to wellness across the team.

For More Information

- » Keep the conversation open by asking the following: What’s up? How are you? How is your head? How is your heart? What are you carrying?
- » Recognize excellent workplace wellness examples.
- » Check in on any individual and team wellness barriers by asking the following: Where are you stuck? What is in your way?
- » Check in on the organization’s workplace wellness strategy progress and opportunities.

Follow Up: Be sure to take detailed notes of the answers to your selected wellness prompts and follow up where you can. In addition, this is a good opportunity to share and celebrate success stories outside of your team. This demonstrates to the team that you’ve heard them and that you’re a champion for wellness.

