
NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION ®
NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION
27th Annual Conference
Gila River Resorts & Casinos
September 25-27, 2023

WELL-BEING MATTERS



NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

Speakers



- Nassia Shams
- Nassia.shams@gila.casino

Let’s Connect on LinkedIn



- Cecilia English
- Cecilia.english@gila.casino

Let’s Connect on LinkedIn

Our Wellness Journey



Wellness vs Well-being

- Wellness: State with the absence of chronic disease.
- Well-being: Developing a “healthy being” life style.

‘Well-being’ focuses on more than physical health, also with nutritional, emotional, financial, and social aspects of healthy being. This allows team members to, not only improve physical status, but also to see other areas of their lives blossom through resources and activities.

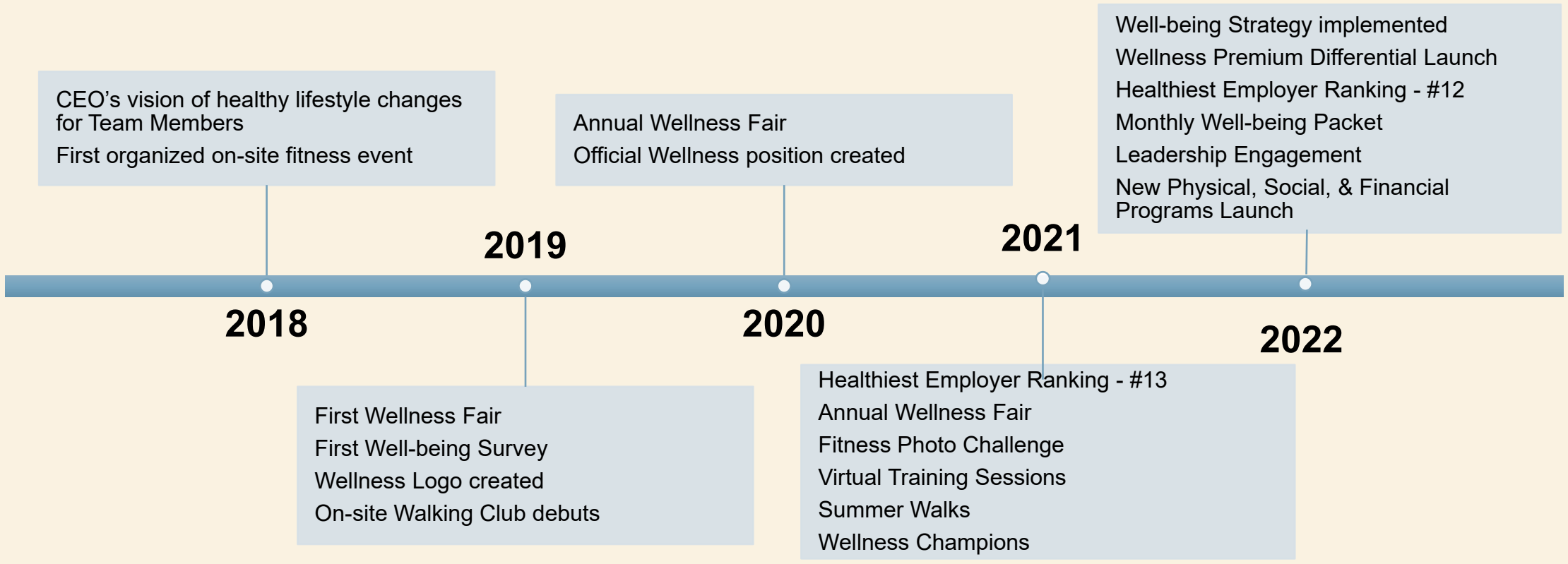
Well-being Pillars



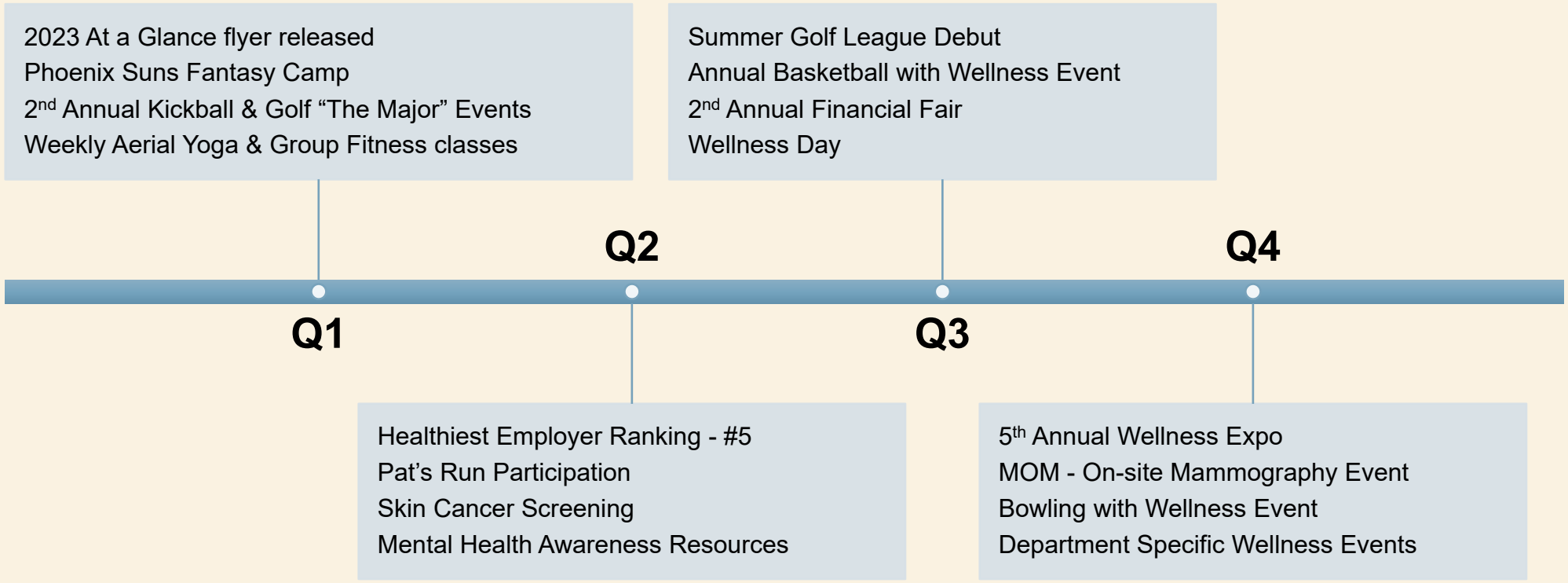
- PHYSICAL
- NUTRITIONAL
- EMOTIONAL
- FINANCIAL
- SOCIAL

NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

Wellness Program Timeline



2023 Wellness Events at a Glance



Well-being Pillars

Physical Pillar

- Fitness Events
  - Aerial Yoga
  - Hiking
  - Group Fitness
  - Golf
  - Pat's Run
- Medical Events
  - MOM - Mammography Screening
  - Skin Cancer Screening
  - Biometrics Screening



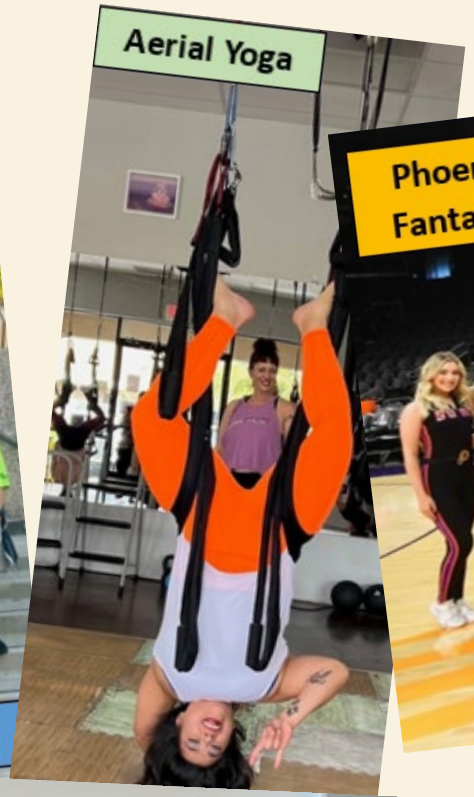




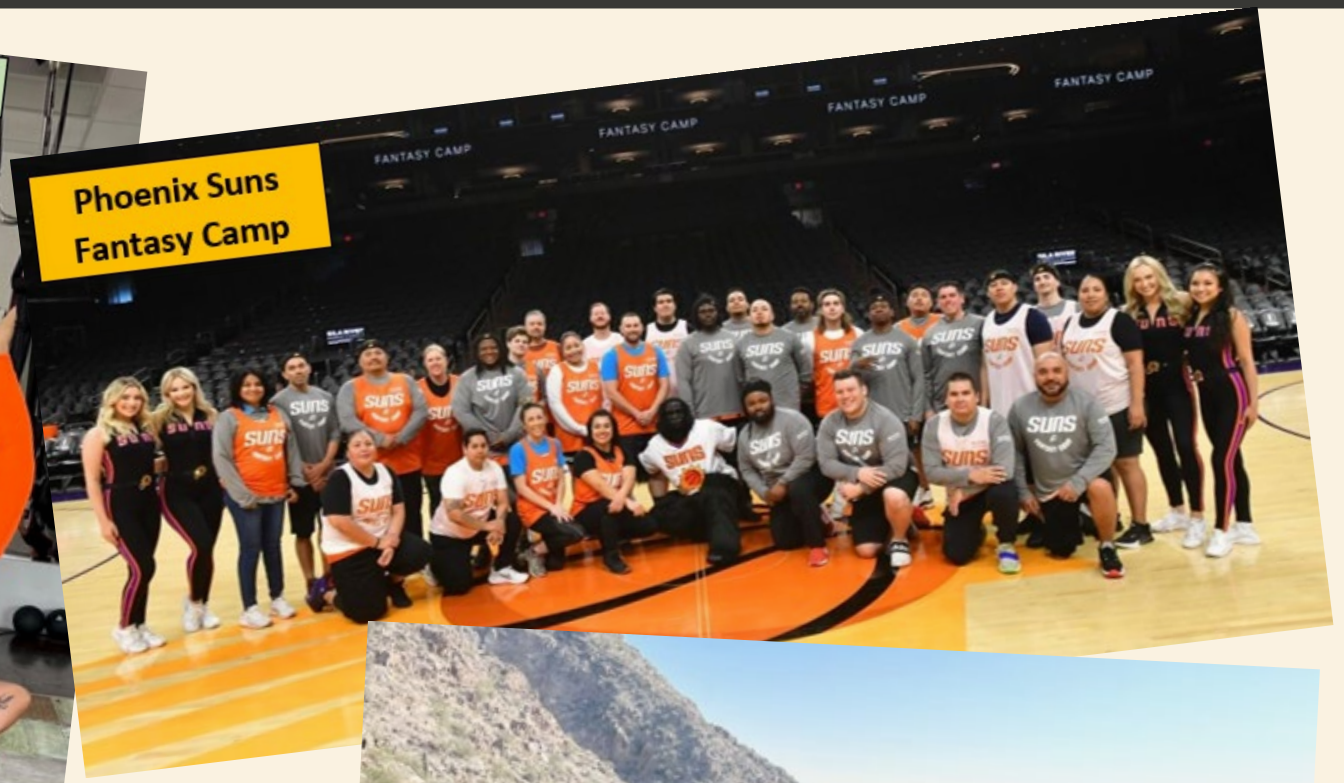
Wellness Scrapbook



Pat's Run



Aerial Yoga



Phoenix Suns Fantasy Camp



Basketball

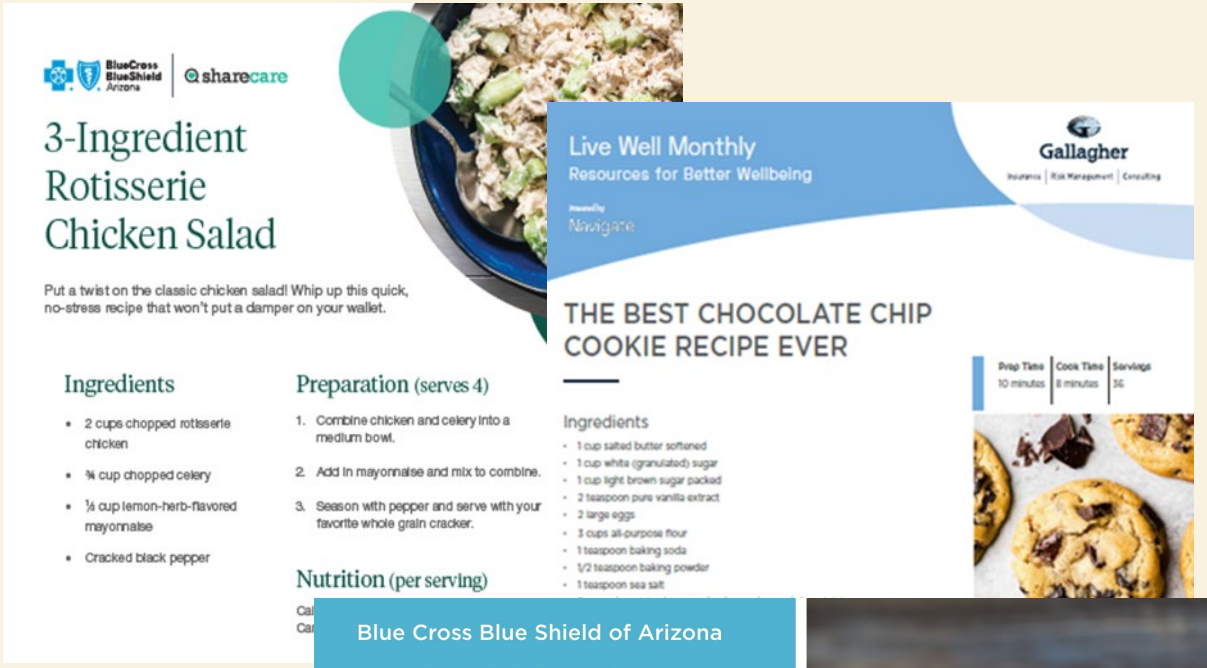


Hiking

Well-being Pillars

Nutritional Pillar

- Monthly Lunch & Learn
- Monthly Webinars
- Monthly Recipes
- Wellness Tips
- Newsletters





NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

Well-being Pillars

Emotional Pillar

Employee Assistance Program (EAP)



➢ WHAT CAN EAP DO FOR ME?

You may be struggling with workplace stress, alcohol/drug use or the death of a loved one. EAP offers emotional and behavioral assistance and support for these concerns and more:

- Depression
- Job conflict
- Marital and domestic issues
- Absenteeism
- Acute stress
- Gambling problems
- Covid-19 Safety Measures
- Prevention
- Education
- Support
- Resources

➢ SERVICES INCLUDE:

- Information & Referral
- Intake & Assessment
- Grief Counseling
- Case Management
- Education & Training
- Management Consultations
- Critical Incident Stress Management





EAP is on call 24/7
Extension 8888

Well-being Pillars

Financial Pillar



- Monthly Financial Well-being Webinars
  - Basic Budgeting & Money Management
  - Debt Management
  - Investment
  - Retirement Income & Social Security
  - Savings Goals
- 401k Resources
  - Planning for Retirement
  - Access to Financial Advisors
  - Contribution Strategies
- Annual Financial Fair
  - Financial Institutions – Banks
  - 401k Education
  - Insurance Providers
  - Retirement Plan Broker
  - College Savings Plan
  - Tuition discount



Well-being Pillars

Social Pillar

- Social Event
  - Kickball
  - Bowling
  - Basketball
  - Waste Management Open Golf Event



- Annual Wellness Expo
  - Medical Screenings
  - Company Resources
  - Benefits Partners
  - Fitness Centers
  - GRRC Partners
  - Photo Booth



Well-being Strategy

01 Review Current Wellness Program

02 Team Member Survey and Review

03 Wellness Plan or Annual Calendar

04 Presentation & Approval

05 Communication Strategy

06 Program Execution

07 Leadership Support

08 Incentives

Survey Questions

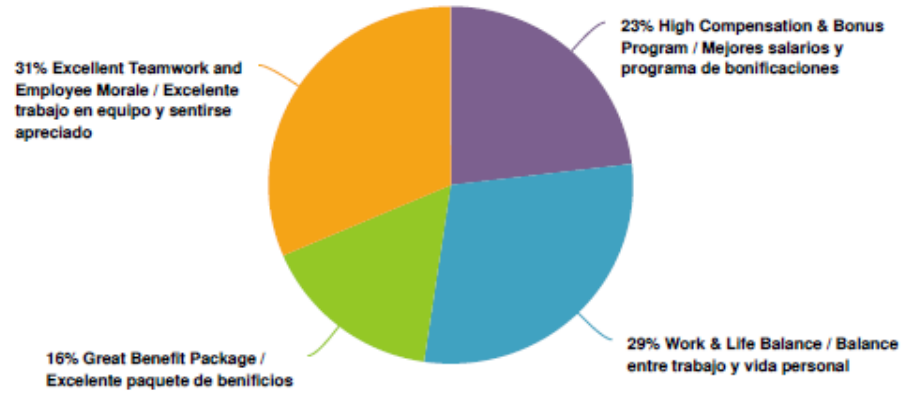
- Do you feel your work environment is safe?
- How likely are you to refer friends, family and other candidates to GRRC for employment?
- I see GRRC as a company I can work with until I retire.
- Do you feel that you are informed about important issues & information that impact your job at GRRC?
- Do you feel there are opportunities for advancement with GRRC?
- Do you feel recognized for your job performance?
- Does your immediate supervisor contribute to a positive work culture?
- Do you believe your immediate supervisor takes your feedback seriously?
- Is the communication at GRRC better than prior years?
- In your opinion what makes a job great?

Survey Questions

What makes a job great???

- Excellent Teamwork & Employee Morale : 31.4%
- Work & Life Balance : 29.2%
- High Compensation & Bonus Program : 23.1%
- Great Benefit Package : 16.2%

13. In your opinion what makes a job great? / En su opinion que factores hacen a un trabajo, el mejor?

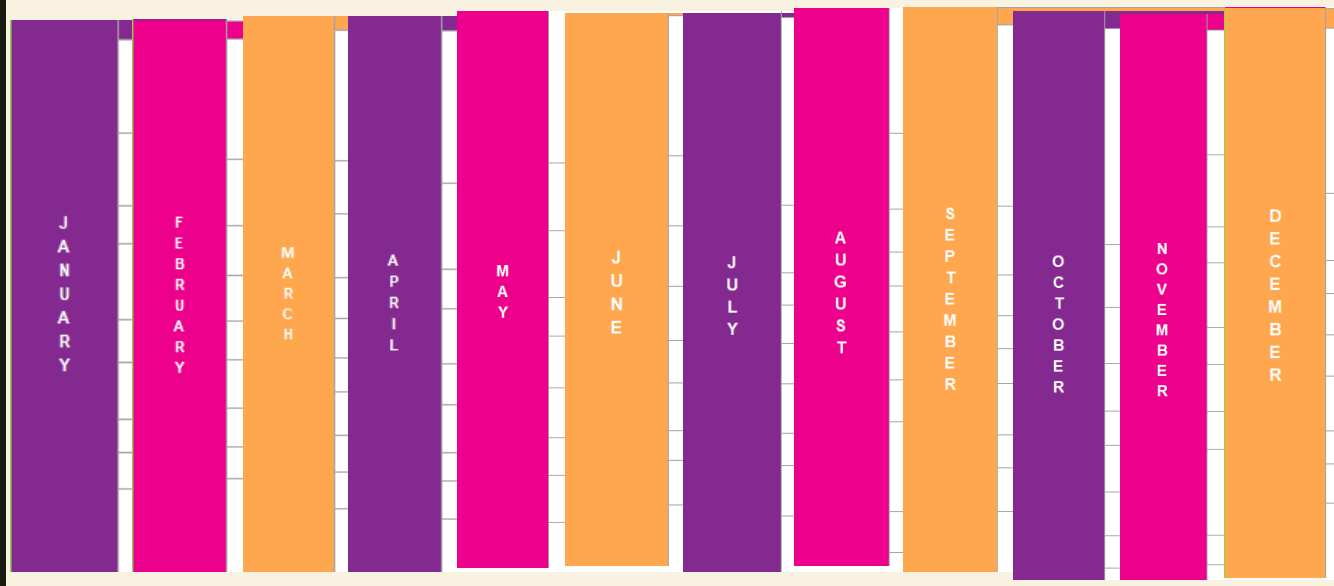


Value	Percent	Responses
High Compensation & Bonus Program / Mejores salarios y programa de bonificaciones	23.1%	393
Work & Life Balance / Balance entre trabajo y vida personal	29.2%	497
Great Benefit Package / Excelente paquete de benificios	16.2%	276
Excellent Teamwork and Employee Morale / Excelente trabajo en equipo y sentirse apreciado	31.4%	534

Totals: 1,700

Annual Well-being Strategy

Developing a wellness action plan or calendar can help the wellness team to actively support their own program by taking ownership of practical steps to strategize and implement a successful program.



Gila Wellness	Monthly Wellbeing Packet Seasonal Depression Awareness Month Golfing for Wellness : Monthly Golf Clinic, TBC Hiking with Wellness : 12/15 Aerial Yoga: 12/5, 12/12, 12/19 Group Fitness Training 12/1, 12/8 Wellness Champians year End Party: Top Golf, 12/18
Gallagher Content: **Webinar:**	Live Well Monthly - Perception of Self (GRRC team to pull this content from www.gallagherwellbeing.com and promote internally) 2023 Financial Year in Review & Markets Update : 12/13
Benefit Content:	Teladoc Booth Set up at wellness event TBC
TeamUp:	Monthly Virtual Walking Club
Lunch & Learn	Healthy Holiday Hacks- Team Up/ Mental Health -BCBS @WHP, 12/13
BCBS ShareCare: **Webinar:**	Mick to send monthly communication to GRRC for team member education. Burnout & Motivation Series Part 2 : Beating Burnout - Rediscover Your Why.
EAP:	Self-Harm (Booth onsite monthly plus 3 presentations per year dates 12/8, 12/15, 12/22, 12/29)
GES:	GES to develop text/communication campaign to target benefits/wellness.
Other:	First Thursday of each month: 9am - 9:30am Monthly Wellness Champions Meeting 9:30am - 10:30am Monthly Wellness Business Partners Meeting

Monthly Overview- September 2023

SEPTEMBER	**Gila Wellness**	Monthly Wellbeing Packet Suicide Prevention Month Group Fitness Training 9/1, 9/8 ,9/15, 9/22, 9/29 Golfing for Wellness : Monthly Summer Golf Clinic, 9/25 Hiking with Wellness : 9/15 Aerial Yoga: 9/12, 9/19 Golfing for Wellness :Summer Golf League,9/5, 9/14 Ballin' with Wellness : Basketball Tournament- 9/12
	Gallagher Content: **Webinar:**	Live Well Monthly - Financial Wellness (GRRC team to pull this content from www.gallagherwellbeing.com and promote internally) Open Enrollment Decisions & Your Medical Expenses : 9/20
	Benefit Content:	Teladoc Booth Set up at wellness event 9/12
	TeamUp:	Monthly Virtual Walking Club
	Lunch & Learn	Substance Use Disorder(SUD)- BCBS @ VQ, 9/20
	BCBS ShareCare: **Webinar:**	Mick to send monthly communication to GRRC for team member education. Boosting Your Immunity
	EAP:	Treatment & Recovery (Booth onsite monthly plus 3 presentations per year dates 9/8, 9/15, 9/22, 9/29)
	GES:	GES to develop text/communication campaign to target benefits/wellness.
	Other:	First Thursday of each month: 9am - 9:30am Monthly Wellness Champions Meeting 9:30am - 10:30am Monthly Wellness Business Partners Meeting

Leadership Support

- Team Members who report higher levels of leadership support for wellness promotion also report higher levels of wellness activity participation, lower job stress, and greater levels of healthy behavior.
- Team Members perceptions of leadership support are found to influence their participation in wellness activities, perceived job stress levels, and health behaviors.
- With leadership support, wellness activity participation and job stress are found to be significant predictors of health behaviors.
- Support from supervisors/managers is key for engagement.

Leadership Support



“My goal is to provide you access to programs that equip you to make lifestyle changes that improve your health and health of your family.”

- ***Kenneth Manuel, Chief Executive Officer***



“I am most proud of watching our team members have a fun time in participating in all our activities that we offer and hearing the stories they share about living a healthier lifestyle.”

- ***Angelina Flores, Chief Human Resources Officer***

Incentives

Incentives are associated with higher participation rates in wellness programs.
Our Wellness Team offers incentives such as:

- Health Insurance discounts for participation in health screenings
- Gift cards at events & activities
- Raffles for prizes
- Wellness swag at events





Communication Strategy

01 Letter of Support from CEO

02 Wellness Champion Committee

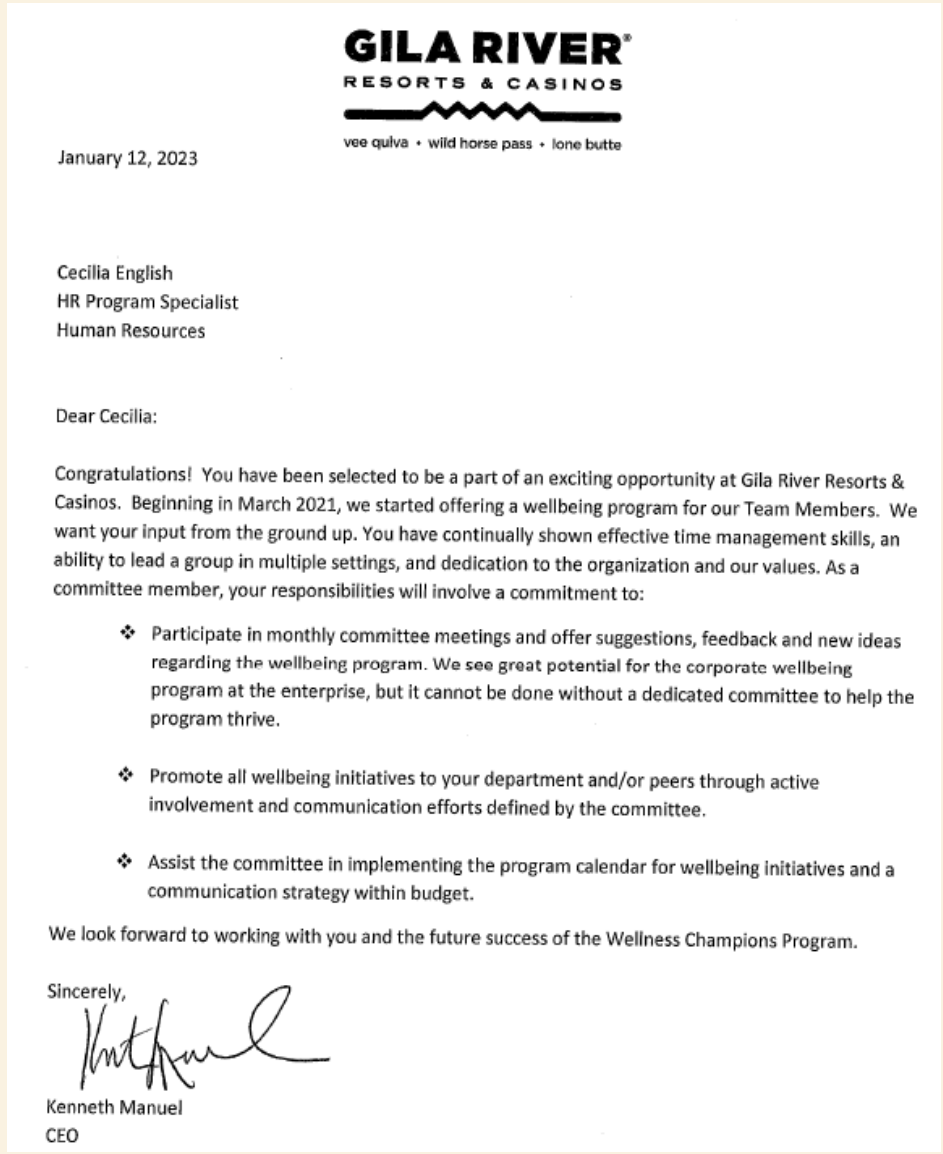
03 Monthly Well-Being Packets

04 Wellness Corners in Departments

05 Reminders

Letter of Support from CEO

- Wellness champions or teams can be a critical “grass roots” strategy in building a culture of worksite wellness.
- They are an important strategy in encouraging employees to participate in wellness activities and services.



GILA RIVER
RESORTS & CASINOS
vee quiva • wild horse pass • lone butte

January 12, 2023

Cecilia English
HR Program Specialist
Human Resources

Dear Cecilia:

Congratulations! You have been selected to be a part of an exciting opportunity at Gila River Resorts & Casinos. Beginning in March 2021, we started offering a wellbeing program for our Team Members. We want your input from the ground up. You have continually shown effective time management skills, an ability to lead a group in multiple settings, and dedication to the organization and our values. As a committee member, your responsibilities will involve a commitment to:

- Participate in monthly committee meetings and offer suggestions, feedback and new ideas regarding the wellbeing program. We see great potential for the corporate wellbeing program at the enterprise, but it cannot be done without a dedicated committee to help the program thrive.
- Promote all wellbeing initiatives to your department and/or peers through active involvement and communication efforts defined by the committee.
- Assist the committee in implementing the program calendar for wellbeing initiatives and a communication strategy within budget.

We look forward to working with you and the future success of the Wellness Champions Program.

Sincerely,

Kenneth Manuel
CEO

Wellness Champions Committee

Objective:

Be responsible for communicating, participating, motivating and supporting the organization's wellbeing program

Purpose:

The Wellness committee is to enhance the recognition and success of the wellness activities by boosting employee ownership of the program

Roles of Committee:

- Attend majority of monthly wellness champions meetings
- Participate in planning/coordinating wellness events
- Solicit ideas, feedback and perceptions from employees to share at the wellness champions meetings
- Share wellness information to team members/managers/departments

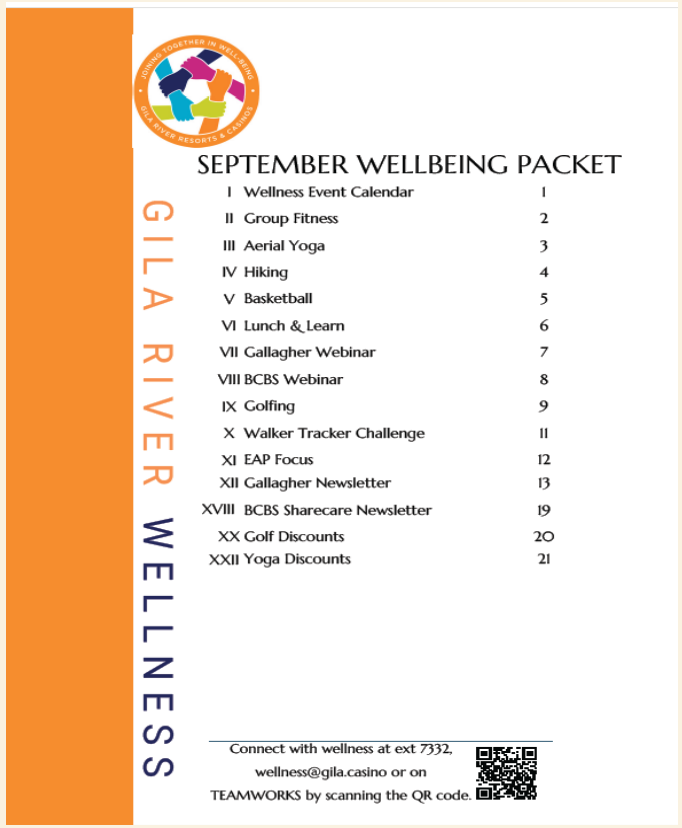
Priorities of the Wellness Program:

- Increase Team Member Engagement
- Motivate behavior change in team members
- Help team members become more informed medical consumers
- Educate team members on diabetes management, incentive fulfillment and health challenges
- Promote the Wellbeing Strategy Calendar

Monthly Well-Being Packets

Weekly Wellness Focus Tips

- Wake up with Wellness Mondays
- Salad Tuesdays
- Wellness Wednesdays
- Self Care Thursdays
- Fitness Fridays



GILA RIVER WELLNESS

SEPTEMBER WELLBEING PACKET

I Wellness Event Calendar	1
II Group Fitness	2
III Aerial Yoga	3
IV Hiking	4
V Basketball	5
VI Lunch & Learn	6
VII Gallagher Webinar	7
VIII BCBS Webinar	8
IX Golfing	9
X Walker Tracker Challenge	11
XI EAP Focus	12
XII Gallagher Newsletter	13
XVIII BCBS Sharecare Newsletter	19
XX Golf Discounts	20
XXII Yoga Discounts	21

Connect with wellness at ext 7332, wellness@gila.casino or on TEAMWORKS by scanning the QR code.



SEPTEMBER 2023

WELLNESS EVENT CALENDAR

FITNESS TRAINING
LUNCH & LEARN
MEDICAL EVENT
FINANCIAL ENRICHMENT
GOLF FOR WELLNESS
WEEKLY WELLNESS CHALLENGE
New wellness challenges every week. All challenges start on Sundays and end Saturdays. Complete each weekly challenge once a day for 7 days straight.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					01 BENEFITS OF FRIENDSHIPS Increase your sense of belonging & purpose. Improve your confidence & self-worth. Help you cope with traumas.	02 WELLNESS CHALLENGE STEP IT UP SEPTEMBER- 8K STEPS/DAY SEP.5 to SEP. 30
03 WELLNESS CHALLENGE ONE MINUTE BREATHING- 5-5-5 TECHNIQUE SEP.3 to SEP. 09	04 AVOID NEGATIVE SELF-TALK	05 MORNING AFFIRMATIONS Start your day off with affirmation meditation to help you align with positive energy all day long.	06 "Nothing is impossible; The word itself says 'I'm possible!" -Audrey Hepburn	07 SELF CARE Make healthy choices on a daily basis so you can feel your best physically and emotionally.	08 GROUP FITNESS TRAINING 9:30AM – 10:30AM	09 WELLNESS CHALLENGE ONE MINUTE BREATHING- 5-5-5 TECHNIQUE SEP.3 to SEP. 09
10 WELLNESS CHALLENGE ACTIVITY OF YOUR CHOICE SEP.10 to SEP. 16	11 TAKE RISKS AND BE BOLD	12 AERIAL YOGA WITH WELLNESS 3:00PM – 4:00PM Tough Lotus Studio	13 "Strong people don't put others down, they lift them up." -Michael P. Watson	14 PODCAST The Mindvalley Show with Vishen brings you the latest hacks from the leading minds in business, health, spirituality and relationships.	15 GROUP FITNESS TRAINING 9:30AM – 10:30AM HIKING WITH WELLNESS 7:00AM – 9:00AM South Mountain	16 WELLNESS CHALLENGE ACTIVITY OF YOUR CHOICE SEP.10 to SEP. 16
17 WELLNESS CHALLENGE STRETCH FOR 15 MINUTES SEP. 17 to SEP. 23	18 BASKETBALL WITH WELLNESS 9:00AM – 12:00PM Boys & Girls Club Komatke Branch	19 AERIAL YOGA WITH WELLNESS 3:00PM – 4:00PM Tough Lotus Studio	20 SUBSTANCE USE DISORDER 12:00PM – 1:00PM Vee Quiva OPEN ENROLLEMENT DECISIONS & YOUR MEDICAL EXPENSES WEBINAR 12:00PM – 1:00PM	21 COUNT YOUR BLESSINGS Giving thanks can help people sleep better, lower stress and improve interpersonal relationships.	22 GROUP FITNESS TRAINING 9:30AM – 10:30AM	23 WELLNESS CHALLENGE STRETCH FOR 15 MINUTES SEP. 17 to SEP. 23
24 WELLNESS CHALLENGE WAKE UP 30 MINUTES EARLIER SEP. 24 to SEP. 30	25 STAND UP FOR YOURSELF	26 GUIDED MEDITATIONS Gain a sense of calm, peace and balance that can benefit both emotional well-being and overall health.	27 BOOSTING YOUR IMMUNITY WEBINAR 12:00PM – 1:00PM	28 PODCAST Dhru Purohit explores the inner workings of the brain and the body with the brightest minds in wellness, medicine and mindset.	29 GROUP FITNESS TRAINING 9:30AM – 10:30AM GOLFING FOR WELLNESS 12:30PM - 3:30PM Whirlwind Golf Club	30 WELLNESS CHALLENGE WAKE UP 30 MINUTES EARLIER SEP. 24 to SEP. 30

NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION ®



Join Us for NNAHRA Wellness Events

WELLNESS WALK

TUES., SEPT 26TH 5:45AM
MEET AT THE EVENT LAWN



NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

Join Us for NNAHRA Wellness Events



WELLNESS YOGA

WED., SEPT 27TH 5:45AM
MEET AT THE EVENT LAWN

Thank you!



Q&A Session