

Corrections Health Coaching Transcript

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Hello and welcome to Leading with Innovation my name is Connie and I will be in the background asking -- answering any questions if you experience any technical difficulties please dial 1866 any technical difficulties please dial 1-866-779-3239 please note that as an attendee are part of a larger audience however due to privacy rights we have chosen not to display the number on the list -- or the list of attendees to everyone all attendees will be in a listen only mode throughout the duration of today's call as a reminder today's call is being recorded. We will be holding a Q&A session at the conclusion of today's presentation. You may ask an online question anytime throughout the presentation today by simply clicking on the chat bubble at the top of the participant panel lower right-hand corner if you're on a Mac and please make sure to change the send to defaults to all participants. With that we invite you to sit back relax and enjoy today's presentation. I would now like to introduce moderator for today Maureen -- Maureen Buell. You now have the floor.

Welcome to the national 20 just -- 2016 conference Leading with innovation. My name is Maureen Buell I am a program specialist with NIC I will be co-moderating this session along with Ryan Schwimmer. The name of today's presentation is corrections while coaching performance and longevity. Leonardo Romo is a certified nutrition health coach and experienced juvenile correction trainer. For approximately the last five years he has been a training officer with the juvenile detention a rehabilitation center where he developed training and delivered it for staff. He received his basic training from the Academy field training program and is a graduate of the national jail leadership holding an associate degree in electronic technology. He's received his health coach certification from the health Institute of nutrition integration, and health coaching company which is dedicated to helping professional a clean and live healthy. His across the trainer and studies exercise and sports nutrition through the precision nutrition certification system. As you for before if you have questions please type them in the question panel at the conclusion of the presentation we will collect those questions and have them -- hand them off to the presenters at this point I will pass this over to Leonardo Romo we hope you enjoyed this session purpose B --.

Hello everyone and welcome. I'm so happy to be here today. And excited to talk about this topic that I'm very passionate about and feel is very much needed in corrections. Before get started I would like to tell you more about me and my story. I like to tell you a little bit about my journey. My journey started in 2009 I was 25 years old and in very poor shape. As a husband and father of a small child with another on the way life sort of happened. For me this expression life happens meant life is moving along as a was raising a family getting older without any real concern for my health and well-being. I was quickly well on my way to being overweight husband and father who in 20 years if I made it along would look back and say what happened to me? As a sorted through my daily medications. The thing was a 25 years old I had a career, a busy career with and often unpredictable schedule working in juvenile corrections. I worked long hours I spent about two hours alone in road trips -- round-trip in my

daily commute to work. In my free time I often slept if I wasn't sleeping I did my best to help my pregnant wife care for my five-year-old daughter and do what I could to make sure that her pregnancy was as smooth as possible. Rarely and I mean rarely did I even pause to consider what direction my health was moving. You see at the ripe old age of 25 I was overweight technically obese sedentary and not thinking about my wellness on any level.

So one day I felt something. I felt what I would not describe as chest pain but discomfort. I felt palpitations in my chest I ignored it because I'm a guy and that's what we do plus a work in law-enforcement and the fact is we don't have any witnesses. Hopefully -- weaknesses hopefully you sent my sarcasm but the heart palpitations would not go away supplemental my wife and just like any wife would do -- so eventually I talk to my wife and she would any wife would do she refused to sleep with me in the same room and I went to the doctor. The doctor said you are overweight she also explained that you have high what pressure I also had high cholesterol and was characterized as pre-diabetic. I had a very meaningful Taubman Dr. - chat with my doctor. He says that you need to be on medication now your blood pressure is dangerously high and has been too high for too long I needed to bring to my cholesterol and if I didn't lose weight I was going to be full on diabetic. I was terrified and 25 years old I shouldn't be dealing with this. On that day in that moment I made a decision. One that I believe more people are capable of making if given support. Instead of saying okay Dr. give me the pills I decided I was going to hold off make some changes and start working on my health. I started where most people do working out. I do this consistently I saw some weight come off my blood pressure come down a little but not much else was changing. Then I started paying closer attention to my diet. I learned about healthier foods and together my wife and I started working healthier meals into our diet. This is where I started to see real change. We lost about 60 pounds overall my blood pressure dropped significantly and my cholesterol was normalized. I was very excited to say the least. I worked my pure started asking about my changes and wanted to know what I was doing they were interested in my food my fitness and they would tell me how great of starting to look. But what I really wanted to share today was most important was how I was feeling. I had more energy, I had less digestive issues, I had more mental clarity and felt more capable confident and more resilient. Work was easier, the shifts didn't take as big of a toll on me the not so pleasant interactions with inmates barely left a mark on my day I was getting along that are with my peers I was way happier and way less moody. I was more patient understanding and certainly more willing to lead was nothing short of amazing. And this was about when I truly realized the power of not just nutritious but the overall power of healthy living. In fact I was so amazed about what was going on I started to do a lot of research on my own. I pulled of Dr. Google and learned about nutrition and every turn now before long I was even asked in my local gym as an instructor they saw my transformation this place paid for media certified so I could coach for them. In one day -- and one day talking to the coach -- the owner of the gym it on to me how much of an impact this woman had had on me she'd been coaching me on my nutrition and mentoring me personally -- professionally as a health coach she often through conversation helped me become more aware of my nutrition and exercise habits. She never told me what to do though she just asked questions. Give me honesty back and seem to give me a little match here and there when I

needed. It was obvious she wanted to see me succeed. She knew what kind of impact these things would have on my help in my career my relationship and my life as a whole.

Now to make an even longer story short this is when I realized I wanted to have the same kind of impact on others and this ladies and gentlemen is how I found coaching. -- health coaching. Today I will talk to about bringing wellness to corrections in the form of health coaching. Today am proposing a different approach to stop performance among jeopardy. In this workshop -- longevity. In this workshop we can benefit our staffs are agencies and ultimately our community. This is an approach I believe can change the game for corrections. This is an approach that can have a major impact on many levels and together today will explore some of the possibilities.

Now I realize many of you probably have never heard of health coaching . This is not surprising or unusual to say the least. Health coaching is only started in recent years to get attention and interest from the general public. Health coaching's history's brief although I should point out its roots are well-established. Health coaching has connections to the field of counseling therapeutics for mentoring and probably most closely related life coaching. This adaptive form of guidance and support in providing many people today with the tools that they need to live healthier and higher quality life. In fact as health coaching is received more of the spotlight within the health and wellness industry the Mayo Clinic Humana insurance group and Duke University just to name a few are paying attention and now are offering coach help services in undergraduate programs through other institutions.

The form of the head though as we further explore health coaching I want to define what a health coach is. The Institute for integrative nutrition the country's most respective health school health coach is a wellness authority in support of mentor who motivates individuals to cultivate positive health choices. They facilitate healthy living this is 40 done through consistent support guidance and accountability. Health coaches help bridge the gaps between daily activities decisions and improved health. You see in today's day and age we have great medical technology and know-how to help us when we are sick. But what I am here to say to you today is the greater value lies in practical strategy for self-care and overall sickness prevention. With this in mind it is probably best said that health coaches help people gain the knowledge skill and confidence to take an active role in sickness prevention by reaching self identified health goals.

So with that said let's simply think of health coaching as a process itself. At a very basic level I like to think of health coaching too similar to teaching a child to ride a bike. This is something that nearly all of us can relate to. You see when teaching a child to ride a bike we always start with encouragement and confidence building. We tell the child how we believe in their ability to do it, we use encouraging language like you can do it or you are doing great. If or when they get discouraged engagement dialogue help them see how they benefit so we say things like look at the other kids having so much fun or as a recently told my son we get the hang of this were really in a start having fun and be able to write around. -- ride around as you know the worst thing you can do is to force the child or not protect them crashing. Because this only

makes him terrified and unwilling to learn. In addition to encouragement we help them with skills a little handholding onto the cedar handlebars what teaching them how to balance and work to get the hang of it. All in all the processes usually gentle and found it on the strong desire for change. We acknowledge when they're frustrated discouraged or maybe lacking certain skill sets we followed that with an express interest in helping them get the hang of it try again tomorrow or next weekend. Now although I does describe the process of teaching a child to ride a bike I metaphorically compare this to her topic today to give us a framework for health coaching. The pillars to health coaching our guidance providing encouragement and instilling confidence support educating and building skills and accountability witness a person's effort for getting positive feedback to help them improve. There is an old proverb that says something like this give the man -- teach a man to fish -- give a man a fish eat for a day teach a man to fish needs for a lifetime. In other words there is greater than if it in teaching someone to do something rather than to do it for them this concept is honored in all kinds of coaching and health coaching is no different. I health coaches not simply set rules give generic advice or handle generic [Indiscernible] know these types of things only offer short-term returns if any at all. Instead health coaches build trust and relationships with those they work with. Through collaboration a profound desire to help improve the life of others coupled with the guidance support and accountability elements health coaching builds confidence and the skills for an individual to live a healthier lifestyle.

By now you're probably wondering what areas of a person like this health coaching address. The simple answer is nearly all. If we had to categorize areas it would be what you would see on the screen the primary focus is nutrition and let's look at it this way if I asked each of you today what your true needs in life and let's not mistake needs and wants if you really ask yourself what are your needs most with provide a few different answers but most of us would include food in there somewhere. We need food to sustain life. There's no argument about that. The fact is if you want to live a high quality life one largely free of preventable disease and other elements were experiencing a level of vitality we have to have quality nutrition. Unfortunately many of you may be thinking of dieting at this point let me make this clear I am not talking about a diet. And talking about clean eating. The difference? The difference is dieting usually refuse to strict guidelines or rules scrawny food with the intention of one achieving improved to body composition and to improve health. Maybe. Clean eating on the other hand focuses on eating whole foods or real foods and avoiding heavily processed food like products that have very little nutritional value. In health coaching we believe in bio [Indiscernible] this is the belief that not one diet fits all, we improve help from the inside out not the outside in. Then we have physical activity. This is something that everyone can easily understand. We live in a day and age where we sit a lot. Drive a lot, we spent countless hours in front of our computers phones and TVs sitting very -- living very sanitary -- sedentary life sales. We all know that we should be more active we've all heard the benefits of physical activity but what is important to note here is that it doesn't just simply impact how we looked at how we feel. The American psychological Association now recognizes us exercise for an effective treatment for stress anxiety depression and overall move -- moods. Since 2010 the American psychiatric Association has officially listed exercise as an approved treatment for depression. In the words of Dr. John [Indiscernible] a professor at Harvard Medical School and

the author of spark a quote exercise is like taking a little bit of Prozac and a little bit of fiddling it boots mood and improves focus. That is powerful stuff. In terms of lifestyle I will come back to this a little while in the presentation I will give you a visual of what we're looking at from an overall lifestyle perspective.

So the big question that is probably on everyone's mind on this time -- at this time wise health coaching important or even innovative for depression. I will start by pointing out something that I think everyone will agree on. Staff who feel better work better. Let's face it corrections staff are by and large stressed tired and happy and sick. But why focus on a health and wellness at this level? When involving such intimate topics that are thought of as an employee's personal business and not an employer's concern. In my most caring and compassionate voice I ask why not? If we look at the great research and work done by the correctional outreach we see that our staff are bombarded by stress related to trauma role conflicts and reliable, and -- under reliable coworkers and a number of things in the organization. This leads to negative personality changes decline health and to sexual behaviors so to begin answering the question of why I think we would all agree -- and psychological behaviors so to begin answering the question of why a think we would all agree that that is important. If we look at this from a mood perspective there something more to consider here. As an already mentioned exercise has some serious positive effect on stress and mood but how about food? What role does her diet play in the relation to mood? -- does our diet play in the relation to mood? It is very clear that food heavy in sugar preservatives chemicals and low in nutrients have major impact on our moods are energy. And makes us -- make us less capable of dealing with stress largely due to had we simulate digest and respond to things hormonally. This has been well documented in research from many institutes including Harvard Medical School University of Pittsburgh medical school and one study done by Penn State the suggested food comes first in the temporal sequence of the food mood relationship.

As much as food itself can stress itself the poor eating habits the development stress only makes problems work very quickly these problems manifest into a vicious cycle of poor eating habits causing stress and stress causing poor eating habits things that most people are unable or unprepared to deal with on their own. If we consider how an unhealthy diet leads to our physical well-being the combination of emotional and physiological stress starts to compound are ability to deal with stress in general. This helps us to pay attention to staff wellness at all levels. Want to continue the conversation of why. Let's pause for a moment for a quick activity. I want you to use your chat function on the webinar this afternoon.

I want to ask you a question to put this into perspective. You can answer in the chat box, let me ask you a simple question. In answering this question I ask that you think of these things not separately but holistically. As a whole. And very much connected. Think of how you feel both physically and emotionally. How do you feel when you donate well? Don't exercise? Rarely engage in fun activities? Rarely spend time with loved ones? And your stress levels are high? And you can keep this to one word short answers . Not so hot, terrible no real impact I would like to hear it. Tired lethargic depressed rotten. I like that one. Agitated , worn-out, sluggish. Not surprising here. Most of us just don't feel great when these things are absent

from our lives. Overwhelmed distracted. Good. So let me ask you this. How do you feel when all of this happens over long periods of time. Again think of these things is not separate but holistically very much connected Italy well you don't exercise you rarely engage in fun activities rarely spend time with your family and your stress levels are high. Joseph says thinking about myself too much. I like that. At a balance , so good. -- out of balance, so good. Depressed. Not surprising. Anxious, just going through the motions. So good.

Not very surprising. You see these are things that we of all likely experienced or are currently experiencing in our corrections career. This poll just the sample size highlights what our staff is feeling the very lifestyle activities listed in this poll are the activities correctional staff struggle with the most. There aren't exercising consistently healthy eating is an afterthought. They let recreational activities or hobbies fall by the wayside family time has taken a backseat and stress was stress continues to climb. And in this case the stressors are directly associated with the on-the-job duties this ladies and gentlemen these additional sources of stress really adds to the overall levels of stress experienced by our staff and leave them in a very precarious position from a health perspective.

So what is really at stake I can come here today and focus on the 225 point \$1 billion each year the CDC reports empty -- absenteeism costs employers. Or nonproductive or unproductive cost another hundred and \$50 million per year I could let the dollar figures or talk surrounding budget steer the conversation today. But no I want to talk about this from a place of compassion and great concern for those who are giving their life's in this job of corrections. As much as the dollars -- the numbers in dollars and cents are very important and must be discussed the health and wellness of our corrections staff deserves to be discussed on a more personal level. So if you think about our original question of why. Why is health coaching important, Y instead of just telling you the staff is stressed and tired and happy or sick I would like to show you.

The statistics you see on the screen are very alarming. According to a study released by environmental medicine corrections staff are not just overweight but in fact just under half are considered obese. To make matters worst corrections staff don't live very long either, although older studies have indicated a life expectancy of 59 years in more recent years a study in Florida were present more accurately still bleak a life expectancy for correction officers of 62 years. And finely many of you have heard about the growing concern about suicide and maybe even heard about the growing concern within corrections. This is an area of research that undoubtedly needs for attention from a research that we have we see the correction officers have a 39% higher suicide rate on average than other occupations. And if you're wondering is the concern across all law-enforcement the answer is yes. But maybe even more concerning for corrections then this study indicates. The study done in New Jersey indicated that correction officers have a suicide rate twice as high as suicides involving police officers. This is a serious issue even without additional research there is no doubt that there is a need for strategy to address this problem -- problem.

Okay now that I created this grim picture of corrections staff health and overall well-being let's switch gears and talk about some solutions. I know I can't hear you all that I feel like you're saying yes thank goodness at this point and let me say I understand and there is hope. So let's move on to the stuff I'm really excited about. As someone who is committed to helping others reach their full potential and especially those working in this industry we get really excited about the opportunity to serve. With the opportunity to create a new culture corrections critical to well known as -- where wellness is understood honored and given priority. This is the same old let's hang some informative posters in the staff break room or even the agency-wide biggest loser contest I'm inking about -- and talking about is taking an active role in the top administrator down to the line staff providing information guidance and overall support that are Steve -- staff needs to take care of themselves but off and on the job. -- both off and on the job.

But before I tell you what that might look like which I'm sure that everyone is dying to hear this time let me point out the possible benefits it should be very clear by now what is really at stake here.

Instead of focusing on the problem any further us look at the truly positive impact something like this can have on our staff. Although the relatively new field early studies done on health show very promising results. Looking out workers and occupational settings and in the adult population in general studies have shown improvement in the areas of physical health mental health and illness prevention.

All areas that we have already identified today that are in need of improvement. If we all agree safety and security is the utmost importance in this industry let's go ahead and acknowledged the physical health mental health and overall well-being of our staff is intimately connected to our ability to make things safe and secure institutions.

Now to put some context to all of this and give you a snapshot of what health coaching looks like and how it can be used in a correctional staff wellness program I've listed the three main components of health coaching here on the slide. As I've said before this is much different and more involved than hanging posters are handing out flyers. In health coaching we start with the assessment. We sit down -- we start with the assessment. We sit down and talk about their lifestyle we ask questions about the eating habits we learn about their physical activity level we explore a variety of other areas in their life that might prove to be hindering their ability to properly care for themselves. Through these conversations to identify the limiting factors. These are lifestyle related activities practices and habits that are either directly hurting them or making it very difficult to improve their wellness. Once we have identified a person's limiting factors within use a co-creative approach to develop action plans. And to help the client move beyond whatever barrier they have to make lasting changes in their lives. The key word is lasting. Through this process of involving the person in their health asking them to take an active role throughout talking to them about what they see as barriers what they see as possible solutions we create situations where people are now empowered and invested. They believe that they can make the necessary changes they believe that they have a say in it all they understand that they are responsible for their health and will more than likely hold themselves accountable of course they can lean on their coach for support they will

undoubtedly need along the way. This is the formula for sustainable improvement through a person's wellness. We do not simply hand them a diet and exercise plan and the handout on stress management and say have at it. We get them involved help them find their way and give them the skills they need to move on. Without us at some point.

Now, for the second time we can't go into each area much further but for the sake of eliminating ambiguity in respects to the limiting factors I want to take a moment to look at what we consider the circle of life in coaching. These areas of life you see on your screen nutrition hobbies or fun activities sleep work home environment social life relationships education physical activity these are all the areas that can be discussed in a coaching session. With each of these areas there is great possibility of dissatisfaction and balance or just general need of attention. Through health coaching we do just that we bring attention to these areas through meaningful conversation we help explore ways to bring about better balance in an individual's life. You see as many didn't know and are probably experiencing the life of a correctional officer or any other staff member in this line of work can become very unbalanced. The scale of work and life is often tilted heavily in the direction of work. This is a problem. This is especially a problem for individuals who hold strong values in these areas. I give you an example let's say we have an officer who holds personal value of family and connections in this officer consistently works 60 personal value of family and connections in this officer consistently works 6270 our work weeks with -- 60 62 cup 60-70 hours per week. His values are in direct conflict with his work and this creates stress this type of internal conflict leads to unhappiness and creates as situation where an officer is unlikely to be their best at work. The solution, the solution really depends on the situation and the individual. For example, if an officer is working long hours voluntarily for a bigger paycheck than as a coach I would help this officer explore their values to see what is more important to them. More specifically of help them learn more about themselves I would try to find out if he or she also holds values around financial independence and abundance if not been through our coaching conversation we can bring attention to this and help this individual see how working long hours for extra pay is not honoring what they value the most. Therefore creating a distress and anxiety in their life. On the other hand maybe of an officer working these hours because the agency requires it because they are in desperate need of manpower. The possible solutions are different. Now the coaching conversation is geared toward identifying creative ways to make the best use of the time that they do have with their families. I would try to help them determine where or how they can optimize their family time, can they simply get better at being more present with her spouse and their children? Can they do something fun and different with their families something likely to bring joy and happiness and create memories even if it is short-lived? And in between long shifts or odd hours. In this scenario it is about helping the individual honor their personal values through increased awareness and effort understanding finding balance in their life and in their chosen profession in corrections.

Obviously these are only a couple of examples but I think you can start to see how coaching to bring attention to these areas helping staff navigate their way through life's journeys. And find the worklife balance the so many are desperately needing. When we provide this type of guidance especially when it comes from within our workplace a place where we spent a good

chunk of our lives there was a study that estimated we spent over 10 years of our lives at work. So when it comes from within the workplace I believe we start to create new cultures in our facility a culture where staff well-being is seen as an essential part of operation worklife balance and individual wellness is honored and a ploy ease -- an employee is excited about what the employee the employer has created. With all that said let's talk about the possible outcomes. Let's start by pointing out that the CDC predicts that increases in chronic disease are going to cost US an estimated 4.2 billion dollars annually by 2023. So let's are there let's look at it from a financial standpoint. Research shows the companies invest in wellness initiatives are more successful when reducing their healthcare costs a recent survey 61% of companies reported wellness programs one of the top three effective ways to keep healthcare costs down. A study released late last year by the American College of occupational and environmental medicine replanted and ROI of \$2.53 for every dollar spent on workplace wellness programs. Harvard study showed us staving up to super three dollars in healthcare costs in just under three dollars and reduce expenses related to absenteeism for every dollar spent. Another study released by Texas A&M seems also to support these numbers indicating a 6 to 1 hour away return -- roi return on investment. Wellness programs are beneficial financially for programs -- businesses across the US, they show that these target employees that are already sick and have unhealthy markers not so much those who are healthy and trying to stay that way. It is more comprehensive than that. As for the final numbers aside and look at it at from a different perspective. The value beyond money at a big anyone would argue for to get people eating better moving more and living a healthier lifestyle overall the end result would be anything but [Indiscernible] several companies such as Johnson & Johnson and Chevron and their heavily invested in staff wellness. In fact the CFO of [Indiscernible] has been on record as saying I can make ROI report say whatever I want to say instead that done to say low turnover rate and employee satisfaction the company's ability to attract quality workers as a reason to view it there health expenditures as a bottom-line expense.

Let me share story with you everything case study. I recently worked with a woman and culture for six months she now trains with me in my local fitness center. Late last year she hired me with the main intention to help her you better. So we did. Over the course of the six-month coaching program we worked on her eating program -- habits. We also explored many other related health issues I discussed today she is older who didn't do much physical activity so I helped with that also she's also an individual who experience great trauma and mental health issues in her life. I learned about these things in our coaching. Just last week's woman wrote me and I want to show you what she wrote. I quote God blessed me with my life back. You've been a strategic part of my recovery. I think you I will was barely hanging on but you never acted as if I was anything better than -- lessen the best. Your encouragement helped me act more. Your help coaching helped me through sobriety PTSD and horrible daily panic attacks. Your coaching turned into a friendship with all that was able to trust you and talk about these I couldn't talk about any to anybody else. Your coaching support helped me throw away panic attack medicine anti--depression stomach those sleeping pills and high blood pressure medication. Now two months I've started your circuit training I physically stronger and taking my life back in a whole new way. I've come out of my comfort zone I'm through

PTSD and I'm building up strength that I almost lost in my arm. God is good he never gives you anything more than you can handle and will put the right people in your path when you ask him. Thank you.

I share this powerful story with you to say this. This woman hired me to help her eat better. Little did she know that she would benefit in so many other ways. Never did I enter a coach session with an intent to address her mental issues never did I make her struggle with alcohol or depression the focus of our work. These things were only brought into the coaching conversation because I gave her a safe place to discuss them. We often spend our sessions just listening. I didn't focus on these issues in her life instead I helped to create greater awareness around wellness I guided her in nutrition and physical activity and overall self-care. As a byproduct of it all she was better equipped to tackle these other issues.

Because she improved her overall wellness she is able to live a healthier life full of greater purpose and happiness. These are the possibilities. This is a great example of potential outcome. And if we bring it back to the workplace I think it is safe to say that those who feel better perform better the staff feeling and performing better leads to greater organizational commitment in attendance job satisfaction morale retention and can prove to be a nice boost recruitment.

By now many of you may be thinking about all the potential barriers that we face in order to implement these changes. I understand that so let's look at this. Maybe it is money, money is always an issue is that? The question is how much will this cost and how do we find money for this. Those are really good questions. I can tell you one of the programs that I offer my building resilience to wellness a series of eight workshops will cost as little as 250 people per person. For those who want an internal coaching program even though it's hard just make cost of this point this will be immensely valuable for agencies in the long run. Has to find this in your budget it comes down to prioritizing. The agency needs to ask themselves what is important to us? Is staff wellness important? Is staff wellness truly viewed as a priority? If so I know we can figure out how to invest in our most valuable asset. Which is our staff. Let's talk about resistance to change. Change is always difficult. On an organizational level the question is will the agency be willing to change the way that they care for their staff. Are they willing to try completely different and innovative approaches resistance to change is normal but the state of staff wellness in corrections is not it is very troubling so I think doing nothing or waiting to take action has already and will continue to be detrimental.

Then there is resistance from the staff. With a staff buy into this? Are they open to change? Are they open to employer providing coaching? To the staff feel that the work environment in of itself is a barrier? We know forcing people into health is not work agencies must send the message that leadership cares about the well-being of their employees, agencies must help the staff understand the importance of wellness and play an active role in getting staff to see the benefits gained the trust create engagement. I believe much of this firmly lands in the lap of leadership we need leadership buy-in. Staff won't buy into a program that leadership is not believe in or take seriously and not to participate in themselves. The question is will the most

influential people in the agency leader by example. How will leadership demonstrate commitment to staff wellness. Do they continuously sell wellness enough to make it a topic of discussion without leaders who are engaged in passionate about improving staff wellness and supportive of and employees efforts to staff will simply cool -- question leadership motives and struggle with engagement and be unwilling to share.

Let's talk about confidentiality. Obviously the possibility of sharing potentially sensitive and confidential information is something that is a concern also how much is dependent upon the level of services agency might provide agencies who decide to contract with providers like myself I take on the responsibility. Can't -- of confidentiality. Recording and monitoring impacts, certifying and satisfying laws, the program I Coaching the staff needs to know that they can speak openly and honestly to coaches. Without consequence.

Last not least the potential major barrier is the agency culture. It is as plain as this in order for any efforts related to staff wellness to be taken seriously in real -- gain real traction have lasting impact the people working in corrections and the culture itself must adapt. We want to communicate to staff that their wellness is priority. We don't want staff feeling that there alone are expected to do with these issues alone. The agency programs can be seen as halfhearted efforts to help employees take better care of themselves. It is time to change our culture through innovative approaches like health coaches. Now we have to understand culture shifts take time. If we want to see will change will improvements and wellness to her organization as a whole we must align self wellness with agency mission -- staff wellness with agency mission. Leadership has an opportunity to greatly influence organizational culture leaders at all levels must make a commitment to improve the well-being of staff leaders must be relentless in communicating the importance of things like worklife balance self-care and be willing to play a critical role in helping staff understand the agency's position of staff wellness. We must find wellness leaders within her agency staff who will champion for wellness. Get them involved make sure they understand how important they are to create a new culture. Leadership and those were willing to champion for wellness can encourage staff participation get feedback lead by example and demonstrate a real willingness to create action to create a culture that fosters well-being with a high level of commitment to this the likelihood of staff by an participation and overall program impact increases tremendously and creates great possibilities in terms of how many we can help with a program like this.

Now the amount of staff we will help is something we don't quite know. What we do know is how many we can potentially help. The number you see on the screen is the number of correctional officers in our country this is the number of people we have an opportunity to help. If we take into consideration all corrections staff not his officers this number is quite large. But these aren't the only one we have an opportunity with here. According to the Bureau of Labor Statistics projecting out to 2024 we're expecting 143,000 more officers to enter this line of work due to growth and replacement needs. And that in itself is a truly amazing opportunity. We have the opportunity not only to invest in our current staff and create new occupational options but invest in retaining quality staff by giving wealth and helmets -- help -- health the emphasis that it needs.

Thank you for your time today.

I believe we will open this up for Q&A I'm not sure how we are doing on time. Maybe Maureen can help us with that. We are indeed running a little short on time we can have any participants would like to continue this discussion move over to the discussion forum through the virtual conference website. Marine if you like to closes out that would be great. -- close this out that would be great.

I don't hear Marine. I want to say I appreciate everyone who was in attendance today I'm grateful for the opportunity today to bring more awareness to staff wellness I will be interacting with you on the website forum let's start this conversation or continue this conversation I will answer any questions they may have their my contact information is already posted in the form for this presentation. We can connect there. Thank you Leonard this concludes the session at this time you are invited to continue the session in the discussion forum directly after this presentation to access that select the discussion forum from the main lobby page we also invite you to explore the other features of the website including the resource room and innovative chat rooms to learn about other innovative ideas in corrections the next sessions will be here shortly at three ideas in corrections the next sessions will be here shortly at 3 PM Eastern time please join us for those you can join them by the link on the conference website again at 3:00 Eastern time into very much. -- thank you very much.

Ladies and gentlemen this does conclude today's webinar you can disconnect your lines.

[Event Concluded]