

## **Tips for Sustaining the Program**

Implementing a sustainable Healthy Workplace Participatory Program (HWPP) requires ongoing commitment and strategic planning. Below are key actions, resource needs, and essential tools to help Champions and their organizations maintain and grow the HWPP over time.

### **Key Actions for Champions**

#### **Engage and Empower Participants Continuously**

- Maintain active participation by engaging workers and stakeholders regularly.
- Provide opportunities for all voices to be heard and integrate their feedback.
- Recognize and celebrate team successes to keep motivation high.

#### **Promote Organizational Integration**

- Advocate for integrating HWPP goals with broader organizational priorities and strategies.
- Present the program's value through success stories and data, highlighting its impact on worker health, safety, and productivity.
- Facilitate communication between worker teams and management to align goals.

#### **Provide Training and Development**

- Offer regular training sessions for new and existing HWPP participants to ensure continuity and knowledge transfer.
- Develop leadership skills within teams to promote ownership and sustainability of the program.

#### **Review and Adapt the Program Periodically**

- Conduct regular assessments to measure program effectiveness and adapt strategies based on findings.
- Be flexible and open to evolving program goals based on feedback and changes in the workplace environment.

## Resources to be Planned and Allocated

### Financial Investment

- Budget for program materials, training workshops, facilitation, evaluation, and ongoing improvement efforts.

### Time Commitment

- Allocate sufficient time for team meetings, planning sessions, and follow-up activities. Provide workload relief as needed to support active participation.

### Human Resources

- Appoint Champions and facilitators who can dedicate time to lead and support the program.

## Tools to Support Sustainability Planning

### Communication and Collaboration Platforms

- Set up tools like shared digital workspaces (e.g., Microsoft Teams, Slack) to streamline communication and collaboration among participants.

### Monitoring and Evaluation Tools

- Use surveys and data collection tools to gather feedback and measure outcomes.
- Implement dashboards for tracking progress, participation, and program impact.
- Key resources available online at: [Evaluate Your Program](#).

### Facilitation and Training Materials

- Access resources like facilitator guides and training videos to keep the program engaging and informative.
- Key resources available online at: [Identify and Train a Facilitator](#).

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