

IBM Wellbeing Champion: Roles and Responsibilities

Wellbeing Champion Mission

To advance the health and wellbeing of employees and their families every day, everywhere.

Job Description

The role of an IBM Wellbeing Champion is to engage employees by supporting and promoting the health and wellbeing of colleagues across IBM's 5 Dimensions of Health – physical, mind, social, financial, and purpose. Being a Wellbeing Champion is an opportunity to adopt a new role to provide local-level leadership that fosters a culture of health and support to colleagues. The IBM Wellbeing Champion serves as a peer-to-peer Champion and facilitates opportunities to enhance wellbeing, which may include directing peers to IBM's-sponsored benefits and health promotion programs, supporting on-site events, and generating new ideas to engage IBMers in their health and wellbeing.

Qualifications

IBM Wellbeing Champions are passionate about health and wellbeing, enthusiastic, committed to helping others improve their wellbeing and have a personal desire to pursue a healthy lifestyle. Effective and successful Wellbeing Champions have the following characteristics:

- Advocate health behavior change
- Creative and resourceful
- Communicate effectively
- Inspire and encourage
- Lead by example
- Organized
- Outgoing
- Sound interpersonal skills

Responsibilities

ROLES	RESPONSIBILITIES
Become a local-level leader who supports a culture of health	Identify a local executive sponsor and establish relationships with local leaders and stakeholders
Be a peer-to-peer ambassador	Facilitate opportunities to enhance employee wellbeing
Understand the 5 Dimensions of Health	Implement programs/campaigns that support IBM's 5 Dimensions of Health
Procure local talent using the IBM Vendor Guidance Document to implement programs	Research and enlist local talent to implement programs
Get the right people to the right programs and resources	Understand current IBM-sponsored benefits/health promotion programs, including CafeWell
Initiate and support on-site events, programs, and/or activities	Plan and implement programs to increase the reach of Health Benefits/Health Promotion
Generate new ideas to engage IBMers in their health and wellbeing locally	Collaborate with IBMers to understand wellbeing interests and needs to build trust
Provide input to shape the culture of health	Communicate to Health Benefits/Health Promotion observations, interactions and engagement

Expectations

- Successfully meet current job responsibilities
- Receive management approval to dedicate 5-10 hours per month to Wellbeing Champion responsibilities
- Commit to being at an IBM site a minimum of one time per month
- Distribute packaged communications
- Report local activities and engagement levels
- Actively collaborate with other Wellbeing Champions
- Participate in Wellbeing Champion trainings and meetings (80-90% attendance)
- Commit to one year of service in the Wellbeing Champion role