



# Stomp the Elephant in the Office

by Steven W. Vannoy and Craig W. Ross

## Elephant-Stomping Group Handbook

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### Elephant-Stomping Agenda #1

#### Part One: The Elephant-Free Workplace: Creating a Wellness Culture<sup>SM</sup> Where More Things Get Done

##### **Meeting Opener:**

1. In your team and organization, what areas already have a strong Wellness Culture? What are specific examples of the pillars of the Wellness Culture in these areas? (Chapters 2, 5, 6 and 7)

- a. What difference does this make to results? To alignment of people with business strategy and purpose?

- b. How is a Wellness Culture distinct from a Fix-It Approach? (Chapter 4, page 20)

##### **Wellness Culture Pillar #1**

A group of people committed to fostering the development of healthy individuals, teams and systems proactively rather than trying to fix people and problems reactively.  
– Chapter 5, page 25

##### **Wellness Culture Pillar #2**

An environment that allows people to be who they truly want to be – to be great – rather than stifling their natural motivation to contribute fully.  
– Chapter 6, page 29

##### **Wellness Culture Pillar #3**

A group of people on a quest to understand what is working rather than what is not working, to focus on solutions and strengths rather than on problems and weaknesses, and to find the value in what is happening rather than concentrating on who or what is to blame.  
– Chapter 7, page 39





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#### **Meeting Closer:**

5. What is one area you will focus on building the Wellness Culture before your next Elephant-Stomping Group meeting?
  - a. Why is this important to you?
  - b. What is one idea of how you will achieve this?

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