

10 Best Practices for Supporting Champion Networks

1

Define clear roles and expectations

Provide a role overview so champions know what good engagement looks like. Include examples like hosting monthly check-ins, sharing updates with their teams, or gathering feedback during pilot phases.

2

Provide regular training and upskills

Offer quick-hit training, lunch-and-learns, or short recorded videos. Give champions talking points and FAQs they can easily use in conversations. If you utilize Personify Health's Workplace Health and Wellbeing services, your dedicated host can lead monthly champion check-in calls and annual platform training for new champions.

3

Foster a sense of community

Create a shared Teams or Slack space where champions can ask questions, celebrate wins, and exchange ideas. Consider spotlighting a champion monthly.

4

Recognize and reward contributions

Shoutouts in newsletters, digital badges, small thank-you gifts, or leadership recognition go a long way. Call out specific contributions so champions feel genuinely appreciated. **Personify Health offers a Shout Outs recognition feature and the ability for champions and members to create social groups.**

5

Share consistent communications and resources

Give champions ready-to-use slide decks, blurbs, images, and timelines so messaging stays clear and consistent across the organization. **Personify Health offers a Champion Resource Center** for client's champions to download user guides, engagement activities and more for champion leaders to use for promotions and engagement.

**6**

Empower champions with early access

Invite champions to try features first or preview announcements. They'll feel more invested and excited when sharing with their teams. **Invite champions to review and give feedback on quarterly wellbeing themes and pillars, or invite them to review programming items like potential challenge themes or webinar topics.**

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Collect ongoing feedback

Use simple forms or quarterly pulse surveys. Ask what's working, what's unclear, and what support they need. Close the loop by showing how their feedback shaped improvements.

8

Provide tools and templates

Templates might include email drafts, slide updates, or meeting scripts. The easier things are to share, the more likely champions will use them.

The Personify Health Workplace and Wellbeing (WHW) team creates and updates promotional flyers, announcement cards and calendar events for the champion network to use to promote onsite or virtually wellbeing programs. Ask you AM to find out more about WHW support roles.

9

Encourage storytelling and success sharing

Ask champions to share short examples of wins from their teams—like adoption boosts or creative engagement ideas. Highlight these in meetings or newsletters.

10

Measure impact and refine support

Review champion activity, attendance, and team outcomes. Use simple dashboards or progress snapshots to keep everyone aligned on what's making a difference. Consider setting annual or quarterly goals for champions that align with their role and goals of the wellbeing program and give recognition and consider rewards for meeting the goals, to celebrate their success!



Want to learn more about Personify Health?

Scan the QR code to connect with our team and explore how we can support your organization.