A Strategy for Positive Fitness

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Lay Out: Adjt VERGOOSEN
A Strategy for Positive Fitness

Overview
- Scope & Introduction
- Aim
- Bottom line criteria
- Satisfying the needs
- Flowcharts
- Tests & Screening
- Management
- Time frame
- Status report 1 W
- Conclusions

Scope & Introduction
« You cannot run well an organization with people only half-well... »
Former Vice-President PepsiCo

Scope & Introduction
« If you keep on doing what you have always done, you will keep on getting what you have always got »
Jim Sullivan

Key Objectives
A program promoting total fitness to:
- Ensure efficiency benefits to the employer.
- Ensure health benefits to the individual.
- Enhance image building by duty of care as an employer.
Bottom Line Criteria

- Only not statutory tests.
- Total quality management.
- Individual attitude change through motivation.
- Cost effective

Satisfying The Needs

- Need for Fitness
  - ROLE SPECIFIC
  - TASK RELATED

Satisfying The Needs

- Need for Fitness
  - Grounds
  - Health related Fitness
  - Job related Fitness

Basic Components

- Life Style Educational Program (LEP)
  - Aim:
    - Fitness Culture
    - Long term attitude change.
- Tool: Fitness & Health Committee (FHC)
  - FHC in each unit
  - PTI - Medico - Catering - others.
  - Adapts concept to needs of unit

Basic Components

- Life Style Educational Program (LEP)
- Fitness Testing Program (BAFFITT)
  - Aim: Performance Indicator
  - Includes Follow Up.
- Fitness Implementation Team (FIT)
  - Aim:
    - Improving the process.
    - Adapting to the needs of the customers.
Management

Critical Success Factors

- Quality Participant Experience
- Quality Fitness Personnel Experience
- Quality Business Practice

Management

Quality Participants Experience

- Attraction of participants:
  - "Mandatory" participation non-successful.
  - Awareness of consequences (health & career).
  - Motivation.
- Exercise adherence of participants:
  - Follow-up.
  - Perception of quality.

Participants Indisposition

Manhours pro year:

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Old Tests  New Concept

Management

Quality Fitness Personnel Experience

- Overall Management.
- Medical Branch.

Management

Quality Fitness Personnel Experience

- Overall Management.
- Medical Branch.
- Public Relations.
  - External: Air Force (Armed Forces) as a Caring Company
  - Internal: Perception of Fitness as a key issue.
Management

Quality Fitness Personnel Experience
- Overall Management.
- Medical Branch.
- Public Relations.
- Physical Educational Branch:
  - Assessment & Prevention.
  - Fitness Skills.
  - Disponibility.
  - Fitness Salesmen.

Formation PTI

Physical Coaching  Mental Coaching
Fitness Counsellor

Physical Education Workload

Manhoulds per year:

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Workload PTI

+- 70 HOURS PTI YEAR

But needed:
- Diet
- Data analysis
- Supervision & Evaluation
- Raising the standards
- Educational Health Program
- Study

1 NCO BM PTI: Full time Staff or HQ level.

Management

Quality Business Experience
- Holistic Approach.
- Strategy.
- Procedures.
- Marketing.
- Investments.

Investments

New Concept Basic

Module Cardio  Module Force
Time Frame (actualised)

2008  Conceptualisation  Program development

Max  Implementation

2009  Plan Unit (1/4)

2009  Air Force:

2000  Test & Evaluation

2000  Acquisition equipment

2001  Feedback & Raising the standards

Results 1 Wing 1999

Participation

Participation: 70%
Passed: 52%

Screening Results

Troubleshooting

- "Tests voor Mietjes"
- What about the equipment?
- Directives are not complete.
- Task related tests for other personnel.

Failed: 222
Proposal

- Year 2000
  - Air Force:
    - BAFIT: replace MTU
    - Army:
      - Some units as baseline (?)

Decision Armed Forces

Proposal

- Year 2000
  - Working Groups
    - Criteria:
      - "Useful for the Force"
      - Avoid proliferation
      - Small tested
      - Improved cooperation with other nations & civilians
    - Existing
      - BAF: FIT: Involvement of MS (Dundee)
      - US/BSL: Enhance participation of MS (Task related)
      - Problem: ambiguity position BLS within ITC

Proposal

- Year 2000
- Working Groups
- Way Ahead
  - One coherent fitness process for Belgium Armed Forces
  - Customer adaptable tools
  - Increase efforts on Task Related Fitness
  - Develop a fitness cost management model

Conclusions

- A philosophy that works
- Process adaptable to customers needs
- Adaptable to Armed Forces needs
- Emphasis on individual motivation
- Regular data flow for managerial correction
- Professional Fitness Personnel

Thank You For Your Attention